CU Connections Issue: January 29, 2015

Published on CU Connections (https://connections.cu.edu)

RAP led by Clarke, Milner wins award for social entrepreneurship[1]

The Sustainability and Social Innovation Residential Academic Program (SSI RAP), founded by professor Susan Clarke, its lead instructor, and curriculum developer Francy Milner, has been selected as one of six programs to receive the 2015 Ashoka U-Cordes Innovation Award.

SSI RAP provides an engaging academic, social and interdisciplinary environment for freshmen students living in the residential halls who are eager to solve the world's most challenging problems. Building on the residence hall culture, students take social innovation courses, develop their own social ventures, and meet outstanding social entrepreneurs.

The Ashoka-U Cordes Innovation Awards recognize top educational approaches in social entrepreneurship within higher education. The 2015 Awardees were selected based on three criteria: Innovation – model addresses a clear challenge or opportunity for advancing an entrepreneurial or socially impactful mindset, skillset, and culture for the university context; replication – model may be easily adapted without losing quality and impact; and maturity - there is evidence of refinement and iteration of the model over time.

Awardees will be recognized at the Ashoka U Exchange on Feb. 27. The exchange brings together more than 650 university faculty, staff and administrators from 120 colleges and universities spread across 30 countries to share best practices for social innovation in higher education.

Fields co-edits anthology on sport and the law[2]

Sarah K. Fields, associate professor in communication at the College of Liberal Arts and Sciences at CU Denver, coedited the new anthology "Sport and the Law: Historical and Cultural Intersections" (University of Arkansas Press, 2014). She co-edited with Samuel O. Regalado, a professor at California State University, Stanislaus.

As part of the "Sport, Culture, and Society Series," this anthology examines not only how athletes turned to the nation's judicial system to solve conflicts but also how their cases transformed the interpretation of laws. The book gives the reader the opportunity to see the threads weaving law and sport together in American society through the lens of nine different legal cases.

Fields' research and teaching focus on the intersection of sport and American culture, particularly related to gender, injury and law. Her earlier work, "Female Gladiators: Gender, Law, and Contact Sport in America," was published in 2005 by University of Illinois Press.

Armstrong co-authors JAMA article on cost of psoriasis[3]

April Armstrong, associate professor and vice chair of clinical research in the Department of Dermatology at the CU School of Medicine, is the senior and corresponding author of an article published online by JAMA Dermatology that reports the annual U.S. cost of psoriasis, a chronic inflammatory skin condition, was estimated to be between \$112 billion and \$135 billion in 2013.

Psoriasis affects about 3.2 percent of the U.S. population and understanding the economic burden of the disease is important for research, advocacy and educational efforts.

Armstrong, along with co-authors, reviewed 22 studies to estimate the direct, indirect, intangible and comorbidity costs of adult psoriasis. The results were adjusted to 2013 dollars. Their review found direct psoriasis costs ranged from \$51.7 billion to \$63.2 billion, while indirect costs (due to absenteeism or going to work while sick) ranged from \$23.9 billion to \$35.4 billion. Medical comorbidities were estimated to contribute another \$36.4 billion. And intangible costs (to

eliminate the negative effects of psoriasis in physical and mental health) amounted to a one-time cost of up to \$11,498 per patient with psoriasis, according to the review results.

"The direct health care costs are significantly greater for patients with psoriasis than for the general population and are also higher for patients with increasing psoriasis disease severity. ... Defining the economic burden of psoriasis from a societal perspective is the foundation for innovating and providing access to cost-effective therapies that will result in improved patient outcomes," the authors note.

Lineberger honored by National Academy of Sciences[4]

CU-Boulder Distinguished Professor W. Carl Linebergerrecently was honored by the National Academy of Sciences (NAS) for his extraordinary scientific achievements.

Lineberger, the E. U. Condon Distinguished Professor of Chemistry and Biochemistry at CU-Boulder and JILA (a joint institute of CU-Boulder and the National Institute of Standards and Technology), was named the 2015 recipient of the NAS Award in Chemical Sciences.

Sponsored by the Merck Company Foundation, the award is presented with a medal and a \$15,000 cash prize. It was established in 1978 to honor innovative research that contributes to a better understanding of the natural sciences to the benefit of humanity.

Lineberger developed negative ion photoelectron spectroscopy, which scientists can use to determine the electron affinity of the neutral version of an atom or molecule. Electron affinity — the change in energy that occurs when an electron is added to an atom or molecule — provides important information about atoms and molecules and how they interact in chemical reactions.

The periodic table of atomic electronic affinities now included in general chemistry textbooks is founded on Lineberger's early work with negative ion photoelectron spectroscopy. Lineberger's experimental methods are in widespread use in laboratories worldwide.

Anseth named 2015 Bayer Distinguished Lecturer at Pitt[5]

Kristi S. Anseth — Tisone Distinguished Professor of chemical and biological engineering, associate professor of surgery, Howard Hughes Medical Institute Investigator at the University of Colorado-Boulder Department of Chemical and Biological Engineering, and a member of the Institute of Medicine of the National Academies, the National Academy of Engineering, and the National Academy of Sciences – has been named as the recipient of the 2015 Bayer Distinguished Lectureship by the Department of Chemical and Petroleum Engineering at the University of Pittsburgh's Swanson School of Engineering.

The Bayer Distinguished Lectureship is presented annually by the Department of Chemical and Petroleum Engineering, and recognizes outstanding excellence in chemical education, outreach and research. The lecture is sponsored by Bayer Material Science. Anseth will present lectures April 23 and 24.

"Dr. Anseth is one of the elite researchers bridging biology, chemistry and engineering, and our department is honored that she would accept this award," said Steven R. Little, CNG Faculty Fellow and chair of the Swanson School's Department of Chemical and Petroleum Engineering. "Her research is helping to advance the fields of biomaterials and tissue engineering, especially with regard to medical applications such as artificial valves and cartilage. We look forward to hearing her presentations."

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Anseth earned her bachelor's degree from Purdue University in the lab of noted researcher Nicholas A. Peppas, and her Ph.D. from the University of Colorado under the direction of Christopher Bowman. Her primary research is the design of synthetic hydrogel biomaterials that replicate the extracellular matrix surrounding living cells, creating scaffolds for the growth of new tissue. In 1999, she was named to the MIT Technology Review TR100 as one of the top 100 innovators in the world under the age of 35. She has filed for 18 patents, and published more than 250 research articles, and in 2003, she and her students were the first to successfully develop an injectable and biodegradable scaffold to regenerate cartilage.

For aspiring mothers, it's never too soon to acquire healthy habits[6]

Business School study calls for audit transparency[7]

University Club discontinued, replaced by University Partners group[8]

Five finalists for dean of College of Media, Communication and Information to visit campus[9]

Big crowd turns out for CU Night at the Stock Show[10]

[11]

Sitting next to Milo the Lynx on the back of a stage coach, CU Denver student Derrick Gallegos found himself under the spotlight and circling the arena floor to the raucous cheers of a full house at the Denver Coliseum Friday evening.

Gallegos was part of a team of volunteers who set out black-and-gold pom poms on Coliseum seats before the lights went down and the pyrotechnics and Western-flavored hurly-burly took over. CU Night at the Stock Show got even better for Gallegos when, halfway through the two-hour rodeo, he was invited to ride on the stagecoach along with Milo, CU-Boulder mascot Chip, and the handlers of Ralphie, who thundered across the arena floor to get CU Night at the Stock Show off to a rollicking start.

"It was an amazing experience when we were taken out to the middle of the arena and waved around at everyone," Gallegos said. "It's always fun to dress up and attend the Stock Show. It's a completely different culture from walking around campus. I had on some cowboy boots, and it was a blast."

It was also a blast for the thousands of CU alumni and their families who attended the annual event. As he has done for the past seven years on CU Night at the Stock Show, CU President Bruce Benson rode at the helm of the lead wagon, the red Stock Show Stagecoach, waving his cowboy hat to the cheers of the crowd. Also aboard the coach were several members of theBoard of Regents.

"We're Westerners—let's start with that," Benson said after the stagecoach segment. "It's important that we as the CU community take part in the Stock Show, which shows the Western spirit of Colorado."

Benson was joined at the rodeo by his wife, Marcy, as well as more than 30 family members and friends. He said the National Western Stock Show (NWSS) is an excellent venue at which to tell the CU story, which goes well beyond the four campuses. "It's important to tell people what we're doing around the state," Benson said. "We've got 260 outreach programs and 400 CU-affiliated clinics that advance the economy, health and culture of Colorado."

Other highlights of the evening included bareback riding, steer wrestling and the always-popular mutton bustin' event in which young cowpokes ride the backs of feisty sheep.

Amanda Ulrey, executive assistant special projects manager in the CU Office of the President, said attending CU Night at the Stock Show is a seven-year tradition for her and her friends. "This is a family tradition—the family of CU," she said. "Coming to the Stock Show is a great way to demonstrate it. Let's ride and rope broncos every day. We're in Colorado, after all."

Gallegos, a student in the CU Denver Business School and a student assistant in the Office of the President, enjoyed the family feeling as well, including having the "awesome fortune" of running into Milo, the relatively new mascot of CU Denver.

"As a CU Denver student I appreciated seeing our campus represented" at the Stock Show, Gallegos said. "It meant a lot having a night dedicated to the school and being able to be there with alumni. It is always powerful to see just how big the CU community is."

The evening kicked off with the National Anthem performed by CU Denver College of Arts & Media student Andrea Pares. Meanwhile, in the exhibition hall on the other side of the NWSS complex, student volunteers from the University of Colorado Anschutz Medical Campus provided free health screenings, as they did for the full two weeks of the Stock Show.

Dalai Lama coming to CU-Boulder[12]

The Tibetan Association of Colorado (TAC) and the University of Colorado Boulder will co-host a campus visit of His Holiness the Dalai Lama on Oct. 20 and 21, both groups announced Tuesday.

A schedule of events at CU-Boulder is still being finalized. The schedule and ticket information will be announced in the months ahead.

CU-Boulder student leaders and TAC representatives met with the Dalai Lama last year in California to extend the invitation to come to CU-Boulder. TAC, CU Student Government (CUSG) and the CU Cultural Events Board are hosting the campus visit, with the support of CU-Boulder's administration.

"We're beyond thrilled to host His Holiness and hear his message of peace and compassion," said Lora Roberts, CUSG president of internal affairs. "This visit has been more than a year in the making. A group of CUSG and TAC leaders watched His Holiness give a speech at Santa Clara University and then met with him afterward to respectfully encourage him to come to Boulder. We are pleased that he graciously accepted this invitation. Our students and the entire region will benefit from his visit."

More than a year ago, TAC approached CU-Boulder leaders about a partnership to host such an event. Erie resident Telo Tulku Rinpoche, recently appointed as the Dalai Lama's honorary representative at the Tibet Culture and Information Center in Moscow, was also influential in organizing the visit.

"The invitation to His Holiness was motivated by the great public interest in him, Buddhist teachings and Tibetan

culture," said Tenzin Tashi, TAC vice president. "This interest has been especially strong in the Boulder area for many years. Tibetans who have chosen to live in this area are especially honored to serve as co-hosts for this important event. The Dalai Lama takes a keen interest in promoting both secular ethics and the development of universal compassion and is especially interested in encouraging younger generations to consider these issues."

The title of the two-day event is "Compassion in Action," reflecting the way the Dalai Lama serves as an embodiment of compassion as a role model. His visit to Boulder will focus on methods of incorporating the core values of compassion and ethics into daily life, leading to happiness, peace, ethical behavior and social harmony.

"It's a long-standing tradition at CU-Boulder to host the world's best and brightest achievers," said Chancellor Philip P. DiStefano. "We all benefit from hearing their stories. In that spirit, we are delighted to welcome and learn from the Dalai Lama."

His visit will be accompanied by a multiday community celebration of Tibetan culture, including Tibetan foods, an exhibition of Tibetan art and culture, traditional performances of dance and song, a Tibetan market and more. Updates will be posted to www.DalaiLamaColorado.com www.colorado.edu[13].

Q&A: Tom and Carole Huber[14]

Tom and Carole Huber met as undergraduates in Colorado Springs – Carole at Colorado College and Tom at the Air Force Academy — and their shared interest in geography has continued to shape their personal and professional lives.

"Almost all of our projects involve both of us to some degree. Carole is always deeply involved in them as editor/travel companion/research adviser," says Tom. The couple work well together, says Carole. "Our shared interests and projects have made our travels through life and the world so much fun over the years."

Their most recent collaboration celebrates their home campus and is a highlight of the 50th anniversary of the founding of UCCS. The pair co-edited "Discovering Place – A UCCS Field Guide," a book that examines the plants, animals, climate, resources and past inhabitants of the parcel of land where the university sits. A group of 37 faculty, staff and students contributed to the book, which spans the time from the Cretaceous Period 75 million years ago to the institution's plans for future development.

The idea for the volume came from a similar publication at California Polytechnic University-San Luis Obispo, says Tom, a professor, and Carole, a senior instructor in the Department of Geography and Environmental Studies.

1. How did you come to be at CU?

Tom: I got my Ph.D. from the Geography Department in Boulder. We had lived in Colorado and done our undergrad work here so we knew the state pretty well. My thesis focused on the mountains — avalanches in particular — so the mountains of Colorado are meaningful both personally and professionally. After getting my Ph.D., I taught in the East for a year and soon realized that I was a Westerner at heart and came back as fast as I could when this job was advertised.

Carole: I was first hired at CU in 1985 to serve as research assistant and symposium organizer for the National Science Foundation-funded conference "What We Have Learned Since the Big Thompson Flood," which brought together a multidisciplinary group of researchers on the 10th anniversary of the flood.

2. How did you choose this career path and was there a person or event that influenced you?

Tom: I had to take a required course in geography during my undergraduate program. I didn't even know you could do such a thing – but when I got into the course, I was hooked immediately. That course started my journey with a few

interludes (like flying in the Air Force for 11 years) to where I am today. I had a professor, Wes Dow, who was probably the most influential. He was brilliant, thoughtful, demanding, and the quintessential professor for a young mind. I actually chose Syracuse for my master's degree because that is where he went for his graduate work.

Carole: My undergraduate degree was actually in French literature. Tom was my real introduction to geography, and I loved exploring the world and the discipline with him. My first professional work in geography was organizing the 1986 Big Thompson conference. That got me hooked on flash floods, and a subsequent NSF project examining the effectiveness of flash flood warning systems in the United States funded my graduate work, a master's from the Department of Geography at CU-Boulder.

My academic background demonstrates not only the amazing breadth of geography that allows one to come to it from a wide range of disciplinary backgrounds and pursue one's passion, but also the intellectual beauty of a good liberal arts education, an especially important message as universities are coming under increased pressure to train students for a career rather than educate them for the world.

3. Tom, you've written numerous books. Do you have favorites and why?

I've co-authored quite a few of my books, and those that weren't strictly co-authored were in large part helped out by Carole. She was my "field assistant," editor, and adventurous partner. Maybe I have three or four favorite books – the first was my first book on Colorado ("Colorado – The Nature of Place, the Place of Nature") because it got me to places around the state I had never visited. The second favorite is probably "An American Provence." It got us to France (Carole is one-half French) and was a joy to research in both Provence and the North Fork Valley of the Gunnison here in Colorado. The third favorite is probably "Discovering Place – a UCCS Field Guide," the book we just finished editing/writing. It was really fun to work with all of the other contributors. And lastly, is the latest book that is not yet published but has been accepted – "Hayden's Landscapes Revisited," which is about the 1870s Hayden Survey in Colorado. Again, this one got us into some very rugged and special parts of Colorado off the beaten path.

4. Carole, you are sponsor of Students for Environmental Awareness and Sustainability (SEAS). Tell me a little bit about the program and how you became involved.

Tom and I took a handful of geography students to a sustainability conference at CU-Boulder in 2003. Inspired, that group of students founded the student organization SEAS upon their return; I've been the faculty adviser since its inception. SEAS has always viewed its sustainability mission as two-fold, education and activism, and has been instrumental in moving the campus toward a more sustainable future, from demanding green construction to passing a ban on the sale of bottled water on campus to establishing the first student garden. SEAS' current campaign, in collaboration with students from the other CU campuses, is calling on the university to divest of all investments in fossil fuels. As an educator, I live for the rare moments when a student gets excited about an idea, runs with it, and inspires others by his/her passion and excitement. I like to remind students that they have enormous power to push the envelope and affect change.

5. What is your current work/study focus?

Tom: I have several things in the works – after the Hayden book has gone through the production process, I am probably going to start looking at the geographic aspects of the four major rivers that drain Colorado. Water is literally the lifeblood of our state and the West in general. There may not be a more important topic today. I'm also involved with our Anthropology Department and its work on the archaeological heritage we have on campus. Few people know that the UCCS campus is one, big archaeological site. People have been coming here for many thousands of years. I am contributing a small piece to the entire puzzle of who was here and when.

Carole: My current focus is on sustainability. The question I pursue, in my teaching and action, is how we can preserve the amazing world we inherited and ensure it's a safe and just place for all creatures for all generations.

I do have one long-term dream project I hope to get to at some point. I have 20 years of letters (weekly from the mid-1940s through the mid-1960s) from my French grandfather to my mother. Although by profession my grandfather was an electrical engineer, he was also a wonderful painter. Each of the letters includes a watercolor painting,

depicting Marseille and world events during that era. I hope to translate the letters and try to publish selected letters and paintings that will help tell the story of those post-World War II decades.

6. You've taught a course titled "Writing Place." How did you develop the course?

This is a course we developed together and have taught together each time we've offered it. It was designed around producing the "Field Guide." The readings and writing assignments focus on "place," and the culmination of the course has been for each student to research and write their own chapter for the "Guide." In fact there are some student contributions in the "Guide" that come from students who have taken the class.

7. What is an award or achievement that has meant the most to you?

Carole: We received the first UCCS Sustainability Award and the Colorado Springs Greenie Award, which were awarded to us as a couple. They recognized the work we have done on our campus and in our community to advance sustainability and inspire students to cherish their "place."

Tom: I guess I would have to say becoming a President's Teaching Scholar many years ago. This group is made up of some of the most intelligent, dedicated and creative people. I feel honored whenever I get to meet with them and learn.

8. What are some leisure activities you enjoy?

Tom: As geographers, we of course enjoy travel to anywhere, anytime. As an example, we went to Iceland for a climate change conference this last summer – what a unique and phenomenal place that is. I was bummed that I missed the volcanic eruption, however. Through all our work in Colorado, we have discovered many of the great places here and go to these places whenever possible (the Crested Butte area is probably our favorite). Carole's mother was from Marseilles, France, and we like to get to France to visit relatives, find great wines, and really good food as often as possible (which is never often enough). We also do the normal Colorado things like hiking, cross-country skiing, biking, etc.

Title IX coordinators team for sexual harassment education[15]

A female student tells a faculty member of inappropriate touching that took place at an off-campus internship. An assistant professor fears bad committee assignments are the result of sexual harassment by the department chair. A student complains of harassment and blames a classroom discussion of same-sex marriage.

As faculty, what do you do?

Discussion of how to handle those hypothetical episodes dominated the Faculty Council's Jan. 22 meeting, which provided the setting for a first-time summit of the campuses' four Title IX coordinators.

At the invitation of Faculty Council Chair Laura Borgelt, the four – Raul Cardenas, CU Denver; Regina Kilkenny, CU Anschutz Medical Campus; Julia Paris, UCCS; and Valerie Simons, CU-Boulder – focused on the investigation and prevention of sexual misconduct at CU, emphasizing cases involving students and the obligation of faculty to report.

The presentation during the meeting at 1800 Grant St. offered scenarios that faculty might encounter, beginning with a faculty-student interaction:

You are a faculty mentor. A female student mentions to you informally that she was inappropriately touched and talked to during an off-campus internship six months ago. She didn't want to say anything at the time and thinks it's too late to come forward now. She's hesitant to raise a stink about it because it might negatively impact her career plans. The need to report the to a campus sexual harassment officer may seem apparent, but the student's reluctance could discourage such reporting. Still, Kilkenny said, "It is your obligation to report if you have the information. It's not your

obligation to determine whether harassment occurred."

While reporting is vital, Simons said, the faculty member should not take that to mean a fact-finding mission must take place.

"As a faculty member and mentor, you're trying to support (the student). But at the same time, if it looks like you're gathering information, it can be problematic in terms of whether there is a (formal) investigation," she said. "It can get complicated."

Cardenas said it's vital for students to be made aware of resources for reporting harassment, including by faculty.

"Students knowing there is a safe place to go is important – even if they don't go forward with a complaint," he said. "It's still our responsibility to take some sort of action."

The second scenario presented didn't involve a student:

You are an assistant professor and believe you are being sexually harassed by your department chair; she seemed to be interested in you when you first joined the university, and when she found out you were in a relationship, her behavior changed and now she seems to be finding ways to make your professional life difficult through committee assignments and a hostile attitude during department meetings.

Because no student is involved, a complaint of harassment would not fall under the Title IX umbrella. Reporting first to a campus ombudsman is advised, Simons said; such a case might be resolved informally, or it might rise to the level of sexual harassment and require a formal investigation, as per the university's policies on <u>sexual harassment[16]</u> and <u>discrimination and harassment[17]</u>.

In the third scenario:

You are a faculty member. A female student comes to you mid-semester, asking to drop the class. She states that she was at a bar off campus several days ago, had one drink, and then doesn't remember much else. She thinks she was sexually assaulted.

"This is a pivotal moment in a student's life," Paris said. "What do you tell the student when she asks to drop the class?"

Because the reported assault happened off campus, the faculty obligation is to contact police in the jurisdiction of the assault location. Had such an assault been reported on campus, then campus police would need to be notified.

Once a law investigation is underway, Paris said, the student might determine there's no need to drop the class. But a faculty member in this instance can't pry to get at the perceived connection between the assault and the decision to drop the class. "You don't want to ask more questions that could be considered investigatory," she said.

The fourth scenario:

You are a faculty member and Karl, a student in one of your classes, describes to you various conversations in his problem-based learning group. The conversations have included talk about same-sex marriage, the Defense of Marriage Act and the Supreme Court, and whether the state of Colorado should allow same-sex marriages. Karl, who describes himself as homosexual, says he feels like this is sexual harassment given his sexual orientation. You disagree, because the conversations don't sound offensive or hostile.

"This is one of the most difficult areas we deal with," said Simons, noting the relevance of academic freedom and freedom of speech.

"Faculty have to be able to do their job," she said. "But if there is a situation where someone is being targeted based on gender, political philosophy (or another protected class), how do you determine that?"

(Protected classes according to <u>Regent Law</u>[18]: race, color, national origin, sex, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, political philosophy.)

Again, faculty have an obligation to report such an instance – even if the faculty member doesn't agree that it constitutes sexual harassment. The student could be advised to contact the Title IX coordinator, or the faculty member

could inform the student that the Title IX coordinator will be contacted.

The key takeaway that the coordinators emphasized to council members: When in doubt, report – a message that they say will be articulated increasingly in the future.

"We have to do a much better job of educating and explaining what these resources are," Cardenas said. "This is the first time the four of us have really sat and talked, and that's thanks to you and Laura." Kilkenny said she expects the four to meet more frequently going forward.

Contact information for the Title IX coordinators:

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Julia Paris, Title IX coordinator, Discrimination and Harassment officer, Office of Discrimination and Harassment, University of Colorado Colorado Springs, 719-255-4324, jparis5@uccs.edu[21]

Valerie Simons, executive director and Title IX coordinator, Office of Institutional Equity and Compliance, Regent Administrative Center, University of Colorado Boulder, 303-492-2127, <u>valerie.simons@colorado.edu[22]</u>

Links

[1] https://connections.cu.edu/people/rap-led-clarke-milner-wins-award-social-entrepreneurship[2] https://connections.cu.edu/people/fields-co-edits-anthology-sport-and-law[3] https://connections.cu.edu/people/armstrong-co-authors-jama-article-cost-psoriasis[4] https://connections.cu.edu/people/lineberger-honored-national-academy-sciences[5] https://connections.cu.edu/people/anseth-named-2015-bayer-distinguished-lecturer-pitt[6] https://connections.cu.edu/stories/aspiring-mothers-it-s-never-too-soon-acquire-healthy-habits[7] https://connections.cu.edu/stories/business-school-study-calls-audit-transparency[8] https://connections.cu.edu/stories/university-club-discontinued-replaced-university-partners-group[9] https://connections.cu.edu/stories/five-finalists-dean-college-media-communication-and-information-visit-campus[10] https://connections.cu.edu/stories/big-crowd-turns-out-cu-night-stock-show[11] https://connections.cu.edu/sites/default/files/nwss_top.png[12] https://connections.cu.edu/stories/dalai-lama-coming-cuboulder[13] http://www.DalaiLamaColorado.comand www.colorado.edu[14] https://connections.cu.edu/spotlights/gatom-and-carole-huber[15] https://connections.cu.edu/stories/title-ix-coordinators-team-sexual-harassment-education [16] https://www.cu.edu/ope/aps/5014[17] https://www.cu.edu/ope/aps/5001[18] http://www.cu.edu/regents/laws-andpolicies/regent-laws/article-10-nondiscrimination[19] mailto:raul.cardenas@ucdenver.edu[20] mailto:regina.kilkenny@ucdenver.edu[21] mailto:jparis5@uccs.edu[22] mailto:valerie.simons@colorado.edu