Five Questions for H. Lea Gaydos[1]

[2]

Not everything in life is happenstance, but there are occasions when the universe simply takes over.

When H. Lea Gaydos was a child, she had visions of a job that revolved around artistic design, perhaps in fashion or architecture. But as an undergraduate, she found herself majoring in biology. She was unsure what to do with that degree, especially with a child to support. There were enough credits on her transcript to earn a nursing degree, but three years after graduation, she still was not happy in her chosen profession. She couldn't find her place, she says.

By coincidence, federal money became available to study psychiatric nursing, and she jumped at the opportunity. That move turned out to be the "exact right place" for her. Still, she had a crisis of conscience, wanting to pursue nursing but also her artistic endeavors.

Now, Gaydos is an associate professor at Beth-El College of Nursing and Health Sciences at the University of Colorado at Colorado Springs and an accelerated program coordinator, teaching an essential advanced clinical course. She also serves as the undergraduate department chair and devotes an enormous amount of time and energy to the role.

And she's found the perfect way to incorporate art into her research and nursing: She tells people's life stories through paintings and investigates concepts in nursing through symbols.

— Cynthia Pasquale

**1. You have said that you are dedicated to the power of art as a healing force. Do you believe healing also is affected by other outlets such as the power of positive thinking?**

I have seen the power of art to heal in my own life and the lives of others. Recently I've been looking at it in a broader way, the whole issue of arts in health care. Healing is a hard thing to define. I know when it happens; I've experienced it. For instance, I work with nursing units who operate in troubled conditions or have transitional issues. I use the arts — mainly collage — and it's been successful not only as a research strategy but as a healing process. Creative processes release chemicals that give you happiness and a feeling of satisfaction. And that contributes to healing.

I have a friend who is a sculptor and who is bipolar. The depression is hard for her to manage. One day she realized that depression had a shape in her head. She felt that if she could just get that shape out, she could see it and deal with it. So she created a sculpture that she could manipulate, and poke and make fun of. She had power over it. That's a great description of one way in which art heals.

Healing happens in four ways: physically, psychologically, interpersonally and in relation to the context in which you live — environmentally. Positive thinking also can heal. A distortion of thought causes suffering. By changing those thoughts, we can heal.

**2. What can be done to increase the number of nurses in the country? Do you think the economic downturn will affect the shortage?**

The reasons for the nursing shortage are multiple. One thing that has contributed to the problem is that women have more choices. Ninety percent of nurses are women. I think more young people would choose nursing if they realized what an incredible, diverse profession it is. And many of us are retiring. The bulk of today's nurses are in that age range or close to that age. That's especially true of nursing faculty, where the shortage is even more severe than in care giving. We didn't grow enough young nurses into academia, mostly because it is not as well-paying as the clinical setting.

The economy certainly has changed things. Some nurses who were going to retire are putting that off and part-timers are moving into full-time positions. People that have been in other fields and are now jobless are seeking out nursing programs.

We have an accelerated program here where you can get a second degree in nursing in 16 months. This year, we had 90 completed applications for 24 slots.

**3. How would you describe your art and in what mediums do you work?**

My work is primarily figurative and symbolic. I've done a lot of investigation into the meanings of symbols and use them with figures to represent the abstract. I work in mixed media. I used to work in pastels and tempera, but now I use collage, metal leaf, inks, colored pencils ... whatever is handy that I think will get the message out there.

I've developed a visual language for myself, using the meaning of symbols based in art history from the Italian Renaissance on. The star is otherworldly and magical and represents self-esteem or the individual. The nautilus means change and renewal. Birds represent freedom. The checkerboard illustrates the light and dark aspects of life. Various animals have symbolic meaning.

Most recently, I did a piece that has an eagle, an ermine and the bear. The bear symbolizes motherhood and nurturing; the eagle symbolizes vision; and any animal in the weasel family, such as the ermine, symbolizes playfulness.

I love meshing the symbols with figures that almost always are female. They represent humanity and the human condition, and I often paint nudes because of our vulnerability.

I used to do a lot of shows and was in several galleries in Texas. I don't have any trouble giving up the pieces I've created, but I don't have as much time now with my chairmanship job.

**4. What do you find most enjoyable about being in the classroom? What do you want your students to take away from the classes?**

Teaching is the joy of my life. I love teaching; I love students. I could have given up the teaching because of my department role, but I just love it too much. I love watching the lights go on about certain ideas, and I love the content I teach. I love to see that people are seeking and searching and trying to know more.

There are three things I want students to take away from the classes. First, caring is not optional, it is a moral imperative. Second, mental illness is truly painful and causes great suffering that is just as real as the pain of cancer or any other disease. And third, nursing is great.

**5. Tell us something about yourself that most people don't know.**

I love football. I've been a Cowboys fan for years ... and I'm really liking the Broncos. I love the gladiator aspect of it. And I love indoor cycling.

I also think that most people don't realize that my real name is Honey. I would love to be called Honey or Honey Lea.

Want to suggest a faculty or staff member for Five Questions? Please e-mail Jay.Dedrick@cu.edu[3]

CU announces latest budget-balancing measures[4]

The second round of budget-balancing steps made necessary by cuts in state funding will total $22 million throughout the University of Colorado system. All four campuses and central administration are affected by the measures for the 2010-2011 fiscal year, which follows the current fiscal year's budget reduction of $29 million.

The CU system announced the proposed package today.

"We are taking prudent steps to ensure we sustain our academic and research enterprises and continue to serve our students and the state," said CU President Bruce D. Benson, who also writes of the budget in his latest electronic newsletter[5]. "It's important that we do our part to manage operating costs."

The two-year total of $51 million in budget-balancing measures is in response to an ongoing $50 million cut to CU's state funding, which is temporarily offset by federal stimulus funding. Stimulus funding runs out next year and will leave CU's base budget permanently reduced. Projected revenue from tuition increases at all campuses, approved last week by the Board of Regents, only will make up an estimated 20 percent of the lost state funding.

The two-year slate of cuts includes the elimination of 338 positions and a $23 million reduction in operating expenses. At the same time, CU is educating 2,100 more students than it was at the start of the 2008-09 fiscal year.

The breakdown of reductions and job cuts over the two fiscal years (2009-10 and 2010-11) by campus and system administration:
Boulder: $22.3 million; 135.5 positions Colorado Springs: $4.9 million; 14.4 positions Denver and Anschutz Medical Campus: $23.9 million; 116.4 positions Central administration: $8.4 million; 71.7 positions (Because reductions to central administration offset cuts to campuses, this amount is not reflected in the $51 million total.)
Last spring, the university balanced $29 million for the current 2009-10 fiscal year, resulting in approximately 200 fewer positions. Operating budgets were reduced by more than $10 million. For the fiscal year that begins July 1, CU will reduce its work force by another 139 positions and its operating budgets by another $7 million.

Details of reductions to campuses and central administration will be posted at the CU system home page[6] by the next meeting of the Board of Regents on April 22.

Path to improved health benefits attainable through funding model[7]

Establishing a health benefits program that will help build a culture of wellness begins with the university's return to self-funding its group medical plans, officials say. Yet employees who have been around for a while may remember that health plans were self-funded from 1989 to 1997, and that didn't end well.

So what's different this time around?

"Reading reports on that failure led me to a conclusion that the plans were mismanaged," said E. Jill Pollock, senior associate vice president and chief human resources officer. "Audit reports showed that neither university staff nor the plan oversight committee had the necessary expertise in health care management or sufficient financial reporting systems in place to properly monitor eligibility or utilization data."

One thing different today is the university's approach. Through its partnership with the University of Colorado Hospital and University Physicians Inc., the university has access to a team of world-renowned experts on health care policy and design, evidenced-based medical practices and research-based wellness and prevention initiatives.

The implementation of sophisticated human resource and financial software systems, rigorous business process checks and balances, and a single benefits administration organization all are factors positioning the university to successfully manage the self-funded plans and track usage.

The university has contracted with Mercer Consulting, a national total compensation consulting firm, to analyze the potential for a return to self-funding, and the firm's "Study of Self Funding University Health Plans, Mercer - August 2008" notes many positives. Self-funding will create the opportunity to earn interest on reserves and create cost

savings for employees over the long term. Close to 95 percent of employers the size of CU (private and public sectors) self-fund their health care plans. Continued uncertainty and rising costs in the private health care market make this a great time for the university to self-fund, officials say.

Self-funding also provides a greater level of control over plan design and access to utilization data, enabling the development of plans specifically tailored to the university community and based on best practice.

Tom Denberg, M.D., associate professor in the department of internal medicine and director of the Center for Health Promotion, is a consultant to the health plan renewal team. He said the university is taking the right steps.

"Evidence-based care means the highest quality care at an acceptable cost, which translates into the best value for our health plan enrollees," Denberg said.

The university is in the process of determining rates and plan designs for the 2010-11 plan year. More information about benefits and open enrollment will appear in future issues of the Faculty and Staff Newsletter and at the open enrollment Web site, www.cu.edu/PBS/openenrollment[8].

## Systemwide conference to explore use of technology in learning, teaching[9]

The 13th Colorado Learning and Teaching With Technology (COLTT) conference is set for Aug. 11 and 12 on the University of Colorado at Boulder campus. A call for proposals is under way, with a deadline of April 23.

The systemwide event offers professional development for those in education and related fields who are interested in the latest innovations, current research, hands-on technology workshops and more sessions that explore learning, teaching and technology. Besides members of the CU community, secondary and post-secondary educators are invited to take part in the regional conference.

"This is an excellent opportunity to share your research and skills with a broad cross-section of your colleagues and associates from across the campus, the CU system, the state of Colorado and beyond," said Stein Sture, interim provost and executive vice chancellor for academic affairs.

The Program Committee for COLTT 2010[10] is soliciting proposals for conference presentations. The committee looks for sessions that will:
influence participants' teaching and work encourage participants to think differently about educational technologies give participants the opportunity to reflect on their teaching practices provide learning opportunities about trends in educational technology use and research
Possible sessions include hands-on workshops, research presentations, panel discussions, exhibitor demonstrations, round-robin and poster discussions.

The complete call for proposals is available online at https://www.cu.edu/coltt/2010/proposals.html[11].

This COLTT conference is sponsored by the interim provost and executive vice chancellor for academic affairs, the ATLAS Institute, ASSETT and ITS at CU-Boulder.

Early registration[12] will begin later this month.

Questions about COLTT 2010 may be directed to Deborah Keyek-Franssen, conference director,deblkf@colorado.edu[13], or Jill Lester, conference coordinator, coltt@cu.edu[14].

## Flexibility legislation expected to be introduced next week[15]

A Colorado Senate bill aimed at increasing flexibility for higher education, anticipated since the start of the current lawmakers' session at the Capitol, might finally be ready to start the legislative process next week.

Members of the University of Colorado's Office of Government Relations say they're optimistic that Senate Bill 10-003 will begin moving through the Senate soon. A draft of the package may be ready as soon as the end of this week.

Kirsten Castleman, senior director of state relations in the Office of Government Relations, said a meeting last week between legislation sponsors and the governor's office went well. The bi-partisan sponsors for both houses are said to be happy with the concepts of the bill as it's readied for review by others.

The legislation would give higher education institutions greater flexibility with tuition, fiscal rules, debt-collection, financial aid allocation, enrollment of international students and more.

The bill had been ready to launch in January, the first month of the session, but was put on hold at the request of Gov. Bill Ritter. He wanted a task force at the Colorado Commission on Higher Education to first have a chance to offer recommendations.

Also at the Legislature:
After receiving approval in the House and Senate, a bill aimed at expanding eligibility for nursing teacher loan forgiveness is ready for the governor's signature. The program provides up to $20,000 in loan reimbursement for someone who teaches nursing in a higher-education institution for a minimum of five years. The new legislation only requires that a nursing faculty member be teaching half-time, rather than the old requirement of full-time, in order to take advantage of the loan forgiveness. Nursing programs at the University of Colorado at Colorado Springs and the Anschutz Medical Campus could promote such an incentive as a recruiting tool when hiring new faculty. On Thursday, April 1, the House passed the long appropriations bill, the main legislation that will determine the state's budget for the 2010-11 fiscal year. The bill passed 40-25. Only a few amendments were made; Tanya Kelly-Bowry, the university's vice president for state and federal government relations, noted that the long bill typically attracts numerous amendments from lawmakers. "The members (of the Joint Budget Committee) repeatedly said that since there is no money, there is nothing to fight over," she said. The House version of the long bill does not include any further cuts to funding for CU than those previously made, which is a victory, Kelly-Bowry said. The bill now goes to the Senate for debate.

## Search committee recommends candidate from Tufts for provost[16]

Photo courtesy Tufts University
Robert Sternberg
Photo courtesy Tufts UniversityRobert Sternberg

The search committee established by University of Colorado at Boulder Chancellor Philip P. DiStefano to consider candidates for the position of provost and executive vice chancellor for academic affairs at CU-Boulder has recommended a single candidate to be considered for the position: Robert Sternberg, current dean of the School of Arts and Sciences at Tufts University.

Todd Gleeson, dean of the College of Arts and Sciences at CU-Boulder and chair of the search committee, said the the search committee reviewed 58 applications for the position.

"After careful and rigorous consideration, the committee identified eight semifinalists and scheduled preliminary interviews," Gleeson said. "Immediately prior to the interviews, three of the semifinalists opted for other positions."

Gleeson said the committee, composed of 21 faculty, staff and students, then interviewed the remaining five semifinalists. After the interviews, two individuals emerged as strong candidates with outstanding scholarly accomplishments and extensive administrative experience.

"One of these candidates subsequently withdrew," Gleeson said. "After much deliberation, the search committee decided unanimously to go forward and recommend Dr. Robert Sternberg as a single finalist, given his strong record of accomplishments."

According to Gleeson, "Dr. Sternberg is an academic psychologist of the highest order. He also has a proven track record of promoting research excellence, student access and campus diversity. He offers a unique combination of strengths that the search committee felt should be brought to the campus for its consideration."

Sternberg will visit the Boulder campus next week and interview with campus faculty, staff, students and administrators. The schedule of campus interviews and Sternberg's curriculum vita are posted on the search Web site at[http://www.colorado.edu/chancellor/provostsearch](http://www.colorado.edu/chancellor/provostsearch)[18].

Following the campus visit, DiStefano will solicit and review feedback from campus faculty, staff, students, administrators and the search committee. The chancellor may then choose to offer the position to Sternberg, ask the search committee to consider additional candidates, or appoint a new interim provost, because Stein Sture, the current interim provost and executive vice chancellor for academic affairs, plans to return to his position as vice chancellor for research and dean of the graduate school at the end of this academic year.

"This is a vital position that presides over our academic mission and requires both strong vision and administrative acumen," DiStefano said. "I applaud the committee for its diligence and hard work in identifying candidates, and I look forward to Dr. Sternberg's visit, as does our entire campus community."

## Astronaut, a UCCS alum, to inspire local undergraduates[19]

One of the most famous alumni of the University of Colorado at Colorado Springs will provide the keynote address for students from UCCS, the United States Air Force Academy and Colorado College participating in an undergraduate research forum.

John Herrington, the first Native American astronaut and a 1983 UCCS alum, will speak at 9 a.m. Saturday, April 10, in the Lodge on the UCCS campus. His address will kick off a day-long series of presentations by more than 300 students in areas ranging from science and engineering to visual and performing arts.

Herrington's speech is expected to challenge the students to pursue their ideas and dreams. Since his November 2002 flight aboard the Space Shuttle Endeavour, Herrington has made regular appearances with student groups to encourage pursuit of academic and career goals. A member of the Chickasaw Nation, he is a frequent speaker to groups of Native American youth where he shares his personal story of being on academic probation at UCCS, graduating with a degree in mathematics, serving as an aviator in the U.S. Navy, earning a master's degree in aeronautical engineering and, in 1996, joining NASA.

Now retired, Herrington makes his home in Idaho and is pursuing a doctoral degree in addition to numerous speaking engagements.

"I believe the journey never really ends because the destination is never static," Herrington wrote in a blog during a cross-country bicycle trek to encourage student participation in science, technology, engineering and math. "There should always be another place to go or challenge to accomplish as we go through life. When one adventure ends, another one starts."

For more about Herrington, visit http://www.rocketrek.com/index.php?pg=about[20]

Now in its seventh year, the Colorado Springs Undergraduate Research Forum is a collaborative effort designed to highlight the accomplishments of undergraduate students at UCCS, Colorado College and the Air Force Academy. The conference is free for currently enrolled students at the three schools.

The students will present the results of their work in formats including oral presentations and posters. Faculty will interact with the students, offering comments on their work and suggestions for new directions, according to Tom Wolkow, assistant professor of biology at UCCS. Wolkow serves as chair of the conference organizing committee. Other organizers include Ryan E. Guiberson, political science instructor at the academy, and Murphy Brasuel, assistant professor of chemistry at Colorado College.

For more information about the conference, visit www.uccs.edu/csurf[21].

## Auraria Campus students approve RTD pass program[22]

Auraria Campus Students went to the polls March 31 and April 1 and collectively voted in favor of an extension of the bus and light rail pass program.

The extension runs from Aug. 23, 2010, through Aug. 21, 2011.
Students at the three higher education institutions — the University of Colorado Denver, Metropolitan State College of Denver and Community College of Denver — accounted for 3,514 votes cast. Of these votes, 3,326, or 94.6 percent, were in favor of continuing the program and increasing the fee. A total of 188 votes, or 5.4 percent of the voters, were against continuing the program and increasing the fee.

The voting breakdown:

| | Yes | Yes Percentage | No | No Percentage |
|---|---|---|---|---|
| Community College of Denver | 498 | 83 | 100 | 17 |
| Metropolitan State College of Denver | 1,604 | 98 | 38 | 2 |
| University of Colorado Denver | 1,224 | 96 | 50 | 4 |

The Referendum Election Commission met on the morning of April 2 in accordance with the election code and, having not received any petitions or disputes, has declared the vote valid.

Pending final approval for instituting the fee from the three institutional governing boards, the fee will go into effect in fall 2010. Estimated cost of the RTD student pass program continuation is not to exceed $61 per student, per semester, including institutional collection fees, for the 2010-11 academic year.

CU ranked 14th among universities in 'Patent Power'[23]

The University of Colorado ranks high among peers for its portfolio of patents, according to a recent list in the monthly magazine of the Institute of Electrical and Electronics Engineers (IEEE), the world's largest professional technology association.

IEEE Spectrum magazine, the group's flagship publication, recently issued its annual U.S. patent survey, 2010 Patent Power[24], compiled after reviews of more than 1,000 world organizations to find out who owns the most influential patent portfolios.

According to Spectrum, the analytic methodology "goes beyond patent counts to emphasize how frequently a company's patents are cited by other patents."

Within the category of Universities/Education/Training, CU ranked 14th, immediately behind Stanford and MIT.

For Patent Power scorecards sorted by categories, click here[25].

CU-Boulder's Sullivan named winner of faculty community service award[26]

Sullivan

**Jacquelyn Sullivan,** Ph.D., associate dean for inclusive excellence at the University of Colorado at Boulder College of Engineering and Applied Science, is the winner of the 2010 Faculty Community Service Award.

The award, endowed by the Chase Corporation through the CU Foundation, recognizes a full-time faculty member who has rendered exceptional voluntary humanitarian, civic or other service in addition to her or his primary responsibilities at CU.

Sullivan is co-director of the College of Engineering and Applied Science's Integrated Teaching and Learning Program, and is well-known among her peers and other educators in the broader Denver metropolitan region.

She is a founding member of the Denver School of Science and Technology board of directors, and is credited with helping to raise more than $1 million for the school. She also led the founding of Boulder's Community Montessori School in 1995 and leads the national team that created the TeachEngineering digital library. In 2003, she was the founding chair of the K-12 engineering division of the American Society of Engineering Education.

At CU-Boulder, Sullivan established the BOLD Center (Broadening Opportunities through Leadership and Diversity), which is dedicated to supporting the success of women and other students traditionally under-represented in engineering.

Sullivan is a "tireless advocate for improving K-16 STEM (science, technology, engineering and mathematics) education through volunteer service with the National Academy of Engineering," according to Robert H. Davis, dean of the College of Engineering and Applied Science.

Sullivan's work "often reaches beyond the university walls to serve the greater community in Colorado," said Davis, one of three CU academics who nominated Sullivan for the award. "Dr. Sullivan's passion and commitment represent a powerful force for education at all levels in Colorado."

Anne K. Heinz, Ph.D., dean and associate vice chancellor for outreach and engagement in the division of continuing education and professional studies, wrote in her nomination letter that Sullivan's "passion and commitment for extending the university's knowledge resources for the betterment of K-12 students is extraordinary."

University of Colorado Cancer Center researchers receive $3.5 million grant[28]

[29]
Researchers at the University of Colorado Cancer Center (UCCC) will use a new $3.5 million grant to screen 2,000 advanced lung cancer patients for a cancer biomarker called epidermal growth factor receptor (EGFR) during the next two years.

The patients will be enrolled in two international Phase III trials of a new human EGFR antibody — a so-called targeted drug that may help traditional chemotherapy work better against tumors that exhibit the receptor.

"This grant is certainly a recognition for our previous work related to EGFR biomarkers in lung cancer," said grant leader Dr. Fred R. Hirsch, M.D., Ph.D., UCCC researcher and professor of medical oncology at the University of Colorado School of Medicine. "We have a good infrastructure here that has been built up over many years through similar studies."

The grant will involve the labs of Hirsch and UCCC researchers Wilbur Franklin, M.D., professor of pathology at the School of Medicine; Marileila Varella-Garcia, Ph.D.; and Paul A. Bunn Jr., M.D., professors of medical oncology at the School of Medicine. The quartet were the first to create a specific gene test for EGFR-targeted agents such as antibody therapy, and since then have risen to be among the world's top experts in testing patient tumors for gene problems that can be targeted with drugs.

Hirsch and his colleagues' January 2009 paper in the Journal of Clinical Oncology demonstrated that EGFR gene copy number can predict whether patients will benefit from treatment with EGFR antibodies. Also in 2009, Bunn was awarded a $5.2 million, American Recovery and Reinvestment Act (ARRA) Grand Opportunities Grant to develop the 13-center Lung Cancer Genetic Mutations Consortium, which is currently testing advanced lung adenocarcinoma patients in the United States for a range of known mutations.

In the international INSPIRE and SQUIRE clinical trials, of which Hirsch also is co-principal investigator, researchers want to figure out which subgroups of lung cancer patients will benefit from a new human antibody, which is less toxic and may work better than the anti-EGFR drug cetuximab, Hirsch says.

"The beauty of this grant is the possibility of synergy with other similar activities underway at UCCC," he said. "We will also be able to explore new technologies for determining EGFR protein expression and gene copy expression, really cutting-edge tests we are currently evaluating in our labs."

Chemistry professor recognized for work in atmospheric science[30]

Jimenez

**Jose L. Jimenez,** Ph.D., an associate professor of chemistry and a fellow of the Cooperative Institute for Research in the Environmental Sciences (CIRES) at the University of Colorado at Boulder, has been awarded the 2010 Rosenstiel Award from the University of Miami's Rosenstiel School of Marine and Atmospheric Science.

Jimenez's work applies groundbreaking measurement techniques to atmospheric science, addressing critical questions regarding aerosols in the environment and their role in climate change and air quality.

He has been a key global player in making the Aerodyne Aerosol Mass Spectrometer (AMS) the most widely used instrument for real-time analysis of aerosol size and composition.

"This year a large group of outstanding young scientists were nominated for this award and Dr. Jimenez's selection is a testament to the quality of his science and the enormous impact of his work within the atmospheric chemistry community," said Dr. Anthony Hynes, chair of the division of marine and atmospheric science at the University of Miami.

Since joining the CU faculty in 2002, Jimenez has established a talented and vigorous research group that has participated in more than 20 field measurement missions with airborne and/or ground site deployments of AMS and other diagnostic instrumentation. These missions have led to important collaborations and their results have greatly expanded the understanding of submicron particulate matter, in general, and the complex topic of secondary organic aerosol (SOA), in particular.

A member of the CU faculty since 2002, Jimenez received the Provost Faculty Achievement Award from CU in 2007. The Rosenstiel Award honors scientists who, in the past decade, have made significant and growing impacts in their field. It is an award targeted for researchers who are already making outstanding scientific contributions in their early to mid-career stages.

Dropping names ...[32]

Sherry Berka

**Sherry Berka**, program administrator for the medicine residency training program at the University of Colorado School of Medicine, was one of five recipients of the Accreditation Council for Graduate Medical Education (ACGME) inaugural GME Program Coordinator Excellence Award. The award recognizes outstanding administrators who assist program directors, help manage residency programs and prepare documents needed for site visits. Berka and the other award recipients will receive a check for $1,000. ...

Kevin Krizek

**... Kevin J. Krizek**, associate professor of planning and design at the University of Colorado Denver, and director of the Active Communities / Transportation (ACT) Research Group and director of the doctorate program in design and planning, co-authored the manuscript "Health Impact Assessment (HIA) for Planners: What Tools Are Useful?" in the Journal of Planning Literature. It is available for viewing in the faculty publications display (third floor, UC Denver Building) and available here[35].

David Tracer

... **David Tracer,** associate professor of anthropology at the University of Colorado Denver, is one of 14 researchers participating in a study on markets, religion community size and the evolution of fairness and punishment. The study was published in the March 19 issue of the journal Science. Tracer carried out a trio of behavioral experiments among the Au of Papua New Guinea showing people in small-scale societies act cooperatively because these societies are frequently kin-based, and repeated interactions with the same people promote reciprocity.

Laura Summers

... **Laura Summers, an assistant professor at the School of Education and Human Development at the University of Colorado Denver,** recently was appointed chair of the American Association of School Librarians (AASL) Educator Pre-Service Task Force, a newly created national committee. The task force charge is to develop materials to assist in training pre-service teachers and administrators about school librarians and school library programs.

New SkillPort Course[38]

Wondering where to find online training concerning sexual harassment? Or how to find proof of your completion?

A new "Discrimination and Harassment" course recently was launched in SkillPort, replacing the "Preventing Sexual Harassment" course. If you still need to complete this required training and are working at the Colorado Springs or Denver campus, or system administration, you can locate the "Discrimination and Harassment" training by logging into SkillPort and clicking the "CU Custom Curricula" shortcuts folder. Then click "University of Colorado: CUSTOM COURSES" and scroll down the alphabetized list. Then, simply click the title and play.

Want proof that you have completed the training? Your passing score will be recorded into the Training Summary on the myCU Portal within three business days.

If you need a quicker turn-around, you may go to "My Reports" in SkillPort. You will see "Discrimination and Harassment" listed under the "Completed" section. There will be three clickable icons to the right of the title. The magnifying glass icon [] will give you a progress report; the scroll icon [] will give you a Certificate of Completion. Both are printable and remain saved in My Reports indefinitely.

Questions? Visit the Employee Learning and Development Web site, https://www.cu.edu/eld[39].

Did You Know... offers tips and information from CU's Employee Learning and Development office and others. To submit an item, e-mail Jay.Dedrick@cu.edu[3]

**Links**
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