Staff members honored for service to campuses, greater communities[1]
[2]

Four University of Colorado staff members were recognized for their service to the university, their respective campuses and the community during the University of Colorado Staff Council (UCSC) All Staff Council Conference on April 3 at History Colorado in Denver.

President Bruce D. Benson and chancellors from the campuses presented Service Excellence Awards to the honorees – one from each campus and system administration — during a luncheon ceremony.

Winners of the 2015 awards, which include a trophy and $1,000 cash prize, are:

CU Denver l Anschutz Medical Campus: CHARLOTTE KLAUS, associate dean, budget and finance, Skaggs School of Pharmacy and Pharmaceutical Sciences

As a 26-year-employee of the university, Klaus “exemplifies the spirit that this award recognizes,” said Chancellor Don Elliman, who presented the award.

Klaus initiated the school’s annual student/staff food drive 20 years ago, and has continued to lead and grow the program. This year, the drive collected nearly 2,000 items for the Colfax Community Network, a not-for-profit organization that advocates for and assists low-income families living in transient housing along Colfax Avenue.

In 2012, Klaus established a fund for students who had lost everything in an apartment fire, and encouraged colleagues to contribute. In another instance, when employees were given an opportunity to use work time to give back to the community, Klaus organized a campus effort to spend the time volunteering at the Food Bank of the Rockies.

“… Charlotte is the first person to jump in to help coordinate efforts, collect needed goods and/or financial donations,” wrote her nominator, Jill Rogers, financial administrator.

On campus, Klaus has organized a number of groups to further networking and communication between people interested in achieving common goals. As an example, she was “the organizing force behind the creation of the Exempt Professional Association” and a subgroup of the American Association of Colleges of Pharmacy for financial officers. She has received numerous administration awards for her work in support of the school.

Klaus’ volunteering includes working in a soup kitchen one day a month, leading food and holiday gift drives for her church, and for seven years, she volunteered for the Cherry Creek High School marching band as treasurer, cook, mover and first-hand organizer for competitions.

“It has been a privilege for me to serve the university all of these years both as an employee and in my volunteer capacities,” said Klaus in accepting the award. “It’s a great honor to be recognized.”

UCCS: RALPH GIESE, director, Office of Residence Life and Housing

“Ralph Giese’s service to the University of Colorado Colorado Springs campus and local community is quite extensive and far-reaching,” wrote Stephen Linhart, dean of students and Giese’s nominator. “While he performs his regular duties as the director of residence life and housing in an outstanding manner, what truly sets him apart is his commitment, hard work and compassion in his effort above and beyond his ‘normal’ work schedule.”

Giese began working for the university in 2004. As director of residential life, “Ralph is available literally 24 hours a day to help hundreds of thousands of students who are in need, and they are in need 24 hours a day,” said Susan Szpyrka, vice chancellor for administration and finance, who presented him with the award.

During the 2012 Waldo Canyon Fire, Giese led the campus effort to provide emergency housing for hundreds of people, including Air Force Academy cadets, firefighters and members of the National Guard. “Ralph basically didn’t leave the campus during that time,” Szpyrka said. He also is active in the Pikes Peak Chapter of the National

Association of Mental Illness (NAMI) and the Pikes Peak Area Court Appointed Special Advocates (CASA).

He has offered support – in terms of time and financing – for events such as the Relay for Life, the Heart Walk and the AVON Breast Cancer Walk. He also is one of the founding members of the Ent Federal Credit Union UCCS Basketball Booster Club. As a member of the UCCS Campus LGBT Task Force, he liaisons with the CU system on policy, procedures and practices that affect all campuses.

Giese has served on numerous university committees and task force teams over the years, including the Student Achievement Award Selection Committee, the Annual Campus Significant speaker selection committee and the UCCS Facilities Master Planning Committee. He also served as a consultant for the development of the CU Denver housing initiative, which helped build its residence life programming.

“I’m very humbled by this, thank you,” Giese said. “This week I was reminded even more about why we do what we do.” He had spent the week interviewing students, “and to hear the students’ stories … that is why we do this. It reminds us that giving of yourself is really important.”

CU-Boulder: RANDI VIOLA, accounting, Alliance for Technology, Learning and Society (ATLAS)

“We all lead busy lives and it’s easy to get caught up in day-to-day demands of work; however, there are some people here today who manage to make serving their campus and community a priority,” said Chancellor Philip DiStefano. “For the past seven years, Randi quite literally has helped save lives.”

Viola is the campus chair of the Bonfils Blood Center drive and she has helped push the program to its designation as a Top 5 donor group in the state and one of the top donor groups in higher education. She also has organized the campus’s clothing and coat drives that help the homeless and victims of domestic abuse.

“Bonfils says each unit of blood typically helps three people,” DiStefano said, “and this means that since she has been chair, she has helped 18,000 people.”

Viola has served for the past two years as the Outreach Committee Chair and has overseen the organization of staff appreciation events for about 3,800 staff members. She also has served on several other committees to better campus amenities, including the Parking Rate Advisory Committee and the Chancellor’s Executive Committee. She also has been instrumental in researching resolutions surrounding the tuition benefit upgrade and the Higher Education Flexibility Bill.

“I have developed a deep appreciation for her honesty and commitment to the campus … she is consistently patient, kind and responsive,” wrote her supervisor, Jill VanMatre Dupre, associate director of the ATLAS Institute.

“I am very honored to be recognized here today and extremely appreciative of the greatest boss in the world, Jill Dupre, for giving me the opportunity to be able to pursue other things besides my day-to-day work,” Viola said.

System Administration: SHELLEY BROWN, senior payroll analyst, Employee Services

Brown is a “very generous individual with a compassionate heart. She is passionate about bringing comfort to others,” wrote her nominator, Angelica Throckmorton, program manager with Employee Services.

“She works in so many capacities,” said President Bruce D. Benson, who presented the award. Brown has taken an active role in the workplace violence prevention program to raise awareness and maintain a safe working environment. She also is a member of the Continuity of Operations Plan team and has created a disaster preparedness plan to ensure employees can work remotely to prevent disruption if the downtown office is inaccessible for any reason. She creates training guides to document processes and procedures.

Outside the university, she volunteers with several organizations that help the homeless. She is helping her church establish a women’s homeless initiative as it partners with seven other churches and the Volunteers of America Safe Haven Project. She also volunteers at the St. Francis Center, a daycare center housing 800 homeless men, and Family

Promise, an organization that helps homeless families stay together until they can move to a better, more independent situation.

“I am very glad to work for an organization that recognizes this kind of work in the community. It makes me proud to work for CU,” Brown said.

Staff Council has presented the Service Excellence Awards since 1999.

Before the luncheon, the conference hosted Janet Lowe and Kay Miller with Employee Services, Employee Learning and Development, who discussed ways to work efficiently and create and meet goals. The pair also talked about some of the development opportunities at the university.

UCSC has discussed the importance of professional development to staff members and the university, and is in the process of accessing what types of development resources are available to employees. Once the governance group has finished its study, it hopes to recommend possible options to the university that will allow staff to grow in their university roles and in future endeavors.

Heritage Society donors celebrated for making a difference[3]
[4]

Significant gifts from donors ensure CU continues making invaluable contributions to Colorado and the world.

That’s the message President Bruce Benson delivered to university supporters April 2 at the annual Heritage Society luncheon at the Denver Country Club: From academic research to scholarship endowments to building construction, donor generosity is playing a vital role at CU more than ever.

“Thank you all for what you do. It’s terribly important to the University of Colorado,” Benson told attendees. “Keep it up.”

The university has benefited from $294 million in private support since July 1, 2014, and with three months remaining in the fiscal year, Benson said he expects CU will surpass last year’s fundraising record.

An overflow crowd of about 140 attended the luncheon, which honors donors who have committed planned gifts — a category that includes estate commitments, real estate gifts, charitable trusts and annuities, and other tax- and estate-wise philanthropic structures — to the University of Colorado.

Benson and CU Advancement Vice President Johnnie Ray welcomed 68 new Heritage Society members, bringing the group’s membership to nearly 1,000.

The Heritage Society comprises alumni, staff and others who have made planned gifts to further the university’s mission. Since the start of the fiscal year, CU stands to benefit from $14 million in newly realized planned gifts and another $30 million in newly committed bequests.

“Let me just say how extraordinarily grateful we are to our Heritage Society members. You make a difference,” Ray said. “It is the university’s responsibility to all of you to live up to your faith by executing our mission of teaching, research and service at the highest possible level — and by living up to our core purpose of transforming lives for the benefit of society.”

Benson highlighted several meaningful recent projects accomplished through donor support, to wit: the completion of CU Denver’s new Academic Building at Speer Boulevard and Larimer Street, continued cancer and Alzheimer’s research on the CU Anschutz Medical Campus, CU-Boulder’s exciting contributions to space exploration and UCCS’ help in reinvigorating a once-downtrodden zone of Colorado Springs with new academic- and community-focused

development.

Planned giving is one of CU's most important sources of philanthropy, providing donors with an ability to support programs that resonate with them while simultaneously creating financially attractive tax-savings possibilities.

For more information about planned giving to CU, call 303-541-1229 or visitcufund.giftlegacy.com.

State wants improved medical response to campus sex assault victims[5]

A bill aimed at improving college campus-based medical responses to student victims of sexual assault is advancing at the Capitol, with House lawmakers having given the measure its approval and the Senate set to review next.

As currently written, House Bill 1220 would require institutions of higher education to establish agreements with nearby medical facilities with specialists who may provide treatment to students in need of sexual assault exams.

CU and other institutions also would be required to post information about those facilities and other resources on the Web; it also calls for increased training of staff members, including student housing resident assistants, who provide emergency response and transportation coordination.

The legislation was introduced as a response to reports that campuses across the state lack quick access to "rape kits" or exams by a Sexual Assault Nurse Examiner (SANE exams).

State budget update: The House this week is at work on the Long Bill, the state's budget, which last week gained the approval of the Senate. In its current form, the budget maintains a $66.6 million increase in funding for higher education, about $17 million of which would go to CU. Also included is $15 million for the last wing of the CU-Boulder Systems Biotech building, $9 million for the third phase of the UCCS Visual and Performing Arts building, and $500,000 in ongoing support for the CU Alzheimer's Center.

Mapping guides show paths of retirement investments in July[6]

When the University of Colorado modernizes the funds offered within its retirement Plans this summer, employees with accounts through Fidelity and Vanguard can expect their funds to transfer into the new investment lineup without having to lift a finger. Many TIAA-CREF participants can expect the same.

These CU 401(a) and 403(b) plan participants can see the exact funds into which they'll be reinvested by reviewing the Plans' mapping guides, available atwww.cu.edu/nestegg/transitioning[7]. These mapping strategy guides offer a side-by-side view of current funds and their like counterparts within the Plans' new investment lineup. The mapping strategies follow Department of Labor guidelines and were developed by Innovest Portfolio Solutions, the university's independent retirement plan consultant.

When reviewing the guides, check to see which of your current investments will automatically transfer into like funds within the new lineup in July. Those that do will be placed into a newly issued TIAA-CREF CU Retirement Plan account that same month.

Some account balances won't automatically transfer.

Account balances that meet the following criteria will not automatically transfer into the new investment lineup:

investments in TIAA-CREF annuities,

403(b) Plan investments with American Century, Dreyfus, DWS, MetLife and VALIC

The mapping guides will help participants with these investments find comparable ones in the new lineup — either in which they can direct future Plan contributions or transfer their existing assets.

After the transition in July, any contributions these participants make to their Plan(s) through payroll deduction will flow into a new TIAA-CREF Plan account. Those contributions will then be invested in the Plan's target date funds.

Participants who would like to change how their funds are invested may do so beginning June 15 through the CU-TIAA-CREF website, www.tiaa-cref.org/cu[8], or in July, following the transition. Those wishing to transfer assets may contact TIAA-CREF at 1-800-842-2252 to schedule an appointment to fill out paperwork.

New program aims to help at-risk employees prevent diabetes[9]

CU Health Plan – Diabetes Prevention During Open Enrollment, April 27-May 11, you may access this innovative program by enrolling in any CU Health Plan and meeting the required criteria. For more details on this year's Open Enrollment, visit http://www.cu.edu/OE[10].

While the official launch of CU Health Plan – Diabetes Prevention for both Anthem and Kaiser is July 1, this month more than 140 CU Health Plan participants, including University of Colorado employees, became the first to participate in this free, innovative, lifestyle-change program led by trained lifestyle coaches.

The program was previewed during the February-March biometric screening events. This year, the free blood test included a Hemoglobin A1C test. Hemoglobin A1C measures a person's average blood sugar levels. Screening participants were advised that they would receive a confidential call encouraging them to contact their provider about their test results and suggesting they enroll in the program, CU Health Plan — Diabetes Prevention, from Anthem's third-party outreach vendor or Kaiser if their Hemoglobin A1C test reflected a blood sugar value higher than normal.

According to the Centers for Disease Control (CDC), 86 million Americans have pre-diabetes, a condition that increases their risk of developing Type 2 diabetes and a list of other potential medical problems. With estimates only projected to grow during the next decade, CU Health Plan decided to act.

The University of Colorado Health and Welfare Plan (CU Health Plan) implemented CU Health Plan – Diabetes Prevention, a program designed to help prevent employees from developing Type 2 diabetes, as one in three employees may be at risk, based on national averages. This is part of a growing number of CU Health Plan preventive programs aimed at keeping CU's workforce healthy.

Following the successful implementation of a CU Health Plan program design change started two years ago that provides free diabetes drugs and pharmacy supplies, the Diabetes Prevention program aims to help employees tackle pre-diabetes risk. Once this program is fully implemented, if a physician identifies that a participant might be at risk for pre-diabetes, his or her CU Health Plan will cover everything from programs to prevent diabetes through lifestyle coaching and classes to drugs and supplies.

CU Health Plan wants to "offer employees assistance that they need to help prevent diabetes and stay out of the emergency room," said Tony DeCrosta, chief plan administrator for University of Colorado Health and Welfare Plan.

How does the program work?

CU Health Plan – Diabetes Prevention is a 16-week program in which participants work to change their lifestyles and lose between 5 percent and 7 percent of their body weight.

The program includes personal assistance from a lifestyle coach with the added benefit of group mentoring, which can be done either in person or virtually. CU employees can pick the version that best fits their schedule, and employees can switch classes if they find one that works better.

Over the course of the program, participants will track meals and calories while getting regular feedback from a lifestyle

coach. This log is turned in to a lifestyle coach who will help guide them through the program by providing information and support and to maintain expectations and establish accountability.

These coaches are invested in participants' success by assisting with self-monitoring and problem solving. Participants do this together and have weekly meetings to discuss challenges and suggestions. Each weekly class features a different topic such as: being active, healthy eating out and managing stress.

Support doesn't end after 16 weeks; monthly checkups help participants maintain a new and healthier lifestyle. These checkups continue for six months following the initial program's end. Success in this program is achieved when a participant loses between 5 percent and 7 percent of his or her body weight and makes a positive lifestyle change, reducing the risk of developing Type 2 diabetes.

To help participants become more active, Be Colorado — the wellness component of the CU Health Plan — encourages participants to pair this with its Move. program. By participating inMove., primary CU Health Plan members can earn up to $25 per month by tracking their physical activity.
How do you qualify?
To qualify for this program, you must be enrolled in a CU Health Plan and meet one of the following criteria:

Be identified as at-risk for pre-diabetes. This entails having your medical provider test your Hemoglobin A1C level, which is your average blood sugar level over time. This is a common test to see your risk of developing Type 2 diabetes.
Take a quiz designed by the CDC and receive a score of 9 or greater.
Be older than 18 with a body mass index (BMI) of 24 or more.

The program also is available to covered spouses and dependents age 18 and above.

This is just the latest step incorporated by the university to keep its workforce happy and healthy. To find out more about this new program, visit the Be Colorado website.

Faculty, students revved up about Large Hadron Collider restart[11]

Issues facing higher education cross public, private boundaries[12]

President's town hall message: 'We are a huge force'[13]

Companion to review USDA grants[14]

Michèle Companion, associate professor in the Department of Sociology at UCCS, was recently selected to serve on the National Institute of Food and Agriculture within the U.S. Department of Agriculture's Community Food Project Competitive Grant Program review panel.
The panel members will assist in the allocation of about $9 million authorized by Congress to support community food projects and planning grants designed to meet the food needs of low-income individuals through food distribution and community outreach for federal nutrition programs.

Companion was selected because of her experience as a humanitarian response coordinator specializing in emergency feeding programs and other mitigation and rebuilding programs, school garden programs, and access to food through local street foods and markets. She also served as an editor and contributor to “Street Food: Culture, Economy, Health, and Governance,” published in 2014.

Manson to serve on precision medicine panel[15]

Spero Manson, distinguished professor and associate dean of research at the Colorado School of Public Health, has been selected to serve on a panel of experts that will steer President Obama’s Precision Medicine Initiative.
The $215 million initiative seeks to leverage genomics, informatics, and health information technology to accelerate biomedical discoveries and enable personalized medicine approaches for the diagnosis and treatment of diseases. Of the funding that Obama seeks in his FY 2016 budget, $130 million would go toward creating a national research cohort of about 1 million people, whose biological data, as well as environmental, lifestyle, and behavioral information, will be shared with qualified researchers.

Heading the panel are co-chairs Richard Lifton from the Yale University School of Medicine, Bray Patrick-Lake from Duke University, and Kathy Hudson, the deputy director of science, outreach, and policy at the National Institutes of Health (NIH).

The panel will seek input from stakeholders in the Precision Medicine Initiative and define the scope and scale of the initiative, the issues that need to be addressed, and what success would look like five and 10 years out, the NIH said. The panel will be formed as a working group of the Advisory Committee to the NIH director and will deliver a preliminary report in September that will inform efforts to explain the role that individual differences play in health.

Dropping names ...[16]

C. Edward Chow, professor, and ?Chuan Yue, assistant professor, both in the UCCS College of Engineering, were recently notified they will receive the National Security Agency’s Excellence in Information Assurance Education designation. The designation is effective through 2021, the longest term possible. Chow and Yue will receive their designations at an official event in June. The NSA designation is based on updated academic criteria for cybersecurity education and will benefit UCCS in recruiting students into information assurance studies and in grant applications. … Three university staff members will assume additional responsibilities as part of reorganization within the Division of Administration and Finance at UCCS. The changes are the result of last spring’s Program Prioritization process. “This is the second phase of a reorganization of the division that began last July,” said Susan Szpyrka, vice chancellor, Administration and Finance. “I am pleased that these three long-time staff members have agreed to take on additional responsibilities as the university continues to grow.” M

egan Bell, executive director, Auxiliary Community and Learning Initiatives — Bell’s duties include the Family Development Center, Residential Life and Housing, and serving as a liaison to academic units seeking to create living and learning communities within student housing. Bell was named director of the University Center and Conference Services in 2010 and previously held positions at CU-Boulder, Whittier College, the University of California, Riverside, and Washington State University. Drew Martorella, executive director, UCCS Presents — Martorella’s duties include Theatreworks, the
Galleries of Contemporary Art, the University Center and Conference Services and operation of the new Ent Center for the Arts. He joined Theatreworks in 1995 as producing director and was promoted to executive director of Theatreworks in 2008. Tamara Moore, executive director, Auxiliary Services — Moore’s duties include the Recreation Center, Student Health Services, Bookstore, Copy Center, Greenhouse and Auxiliary Marketing. Moore joined UCCS

in 1999 and previously served in positions in student recruitment, as dean of students and in auxiliary services.

Allen leads 'Difference Matters' workshop[17]

Brenda J. Allen, associate vice chancellor for diversity and inclusion for the CU Denver | Anschutz Medical Campus, recently conducted a three-hour, professional development workshop for the CU-Boulder Controller's Office based on her book, "Difference Matters: Communicating Social Identity."

During the interactive session, Allen engaged participants to explore insights and ideas on how they can collectively advance the university's goal of enhancing diversity and fostering a culture of inclusion.

More than 100 people – mostly staff members – registered for this event, the first of a two-part series. Allen said the workshop "reflects a strong commitment to diversity from a major unit on campus whose leader has set aside a significant block of time for staff to concentrate on diversity and inclusion."

Founding dean named at CU-Boulder's newest college[18]

University of Colorado Boulder Provost Russell L. Moore on Wednesday announced the appointment of Lori Bergen, dean of the J. William and Mary Diederich College of Communication at Marquette University in Milwaukee, Wisconsin, as dean of the new College of Media, Communication and Information. Bergen will begin her duties as dean July 20. "Lori Bergen exemplifies the desired qualities of a founding dean," Moore said. "She not only has a distinguished record of leadership, teaching, scholarly research and creative work, but in her short time on campus, she has articulated a strong and clear vision for the future of the college."

Last June, the Board of Regents approved formation of the college, which includes departments of advertising, public relations and media design; communication; critical media practices; journalism; information science; media studies; and the graduate program in intermedia art, writing and performance.

"I am excited by the chance to lead this new college — a distinctive, innovative and entrepreneurial enterprise where students will engage with world-class faculty to learn, create and analyze media content in all its many forms," Bergen said. "The college will establish a new standard for teaching and scholarship in communication, media and information, and I'm looking forward to being a part of that."

A national leader in journalism education, Bergen is president-elect of the Association for Education in Journalism and Mass Communication, the largest nonprofit, international educational association of journalism and mass communication educators, students and media professionals. She serves on the National Advisory Board of the Poynter Institute and is a member of the Arthur W. Page Society.

Bergen joined Marquette in 2009 after serving as director of the School of Journalism and Mass Communication at Texas State University, as associate director of the A.Q. Miller School of Journalism and Mass Communications at Kansas State University, and as a faculty member at Southwest Texas State and Wichita State universities earlier in her career.

As dean at Marquette, she spearheaded innovative academic initiatives that include the O'Brien Fellowship in Public Service Journalism and the Milwaukee Neighborhood News Service, projects focused on improving student learning through partnerships with professionals to create high-impact journalism. During her tenure as dean, the Diederich College has received over $20 million in support for student scholarships and other initiatives.

Bergen has received fellowships and grants from the Poynter Institute, the American Society of News Editors, Kaiser

Family Health Foundation, Menninger Foundation, National Association of Broadcasters and Radio Television and Digital News Foundation. Her research on the interaction of auditory and visual working memory as a way to understand how visual clutter affects memory for news story facts was featured on the Discovery Channel and in The New York Times. She co-authored “Media Violence and Aggression: Science and Ideology,” a book on children and media violence, and other research has appeared in the Newspaper Research Journal, Journal of Health Communication, Human Communication Research, Journal of Advertising and Mass Communication & Society.

She earned a bachelor’s degree in history and political science and a master’s degree in journalism from Kansas State University, and a doctorate in mass communication with a minor in organizational behavior from Indiana University-Bloomington.

Christopher Braider oversaw the effort to create the new college and has been serving as the transitional dean for the 2014-15 academic year.

“I want to thank Christopher Braider for his strong leadership the last four years as he led the journalism faculty and program through transition and laid a solid groundwork for the new College of Media, Communication and Information,” Moore said.

Mintken wins teaching award[19]

Paul Mintken, associate professor in the Physical Therapy Program at the University of Colorado School of Medicine, received the Dorothy E. Baethke-Eleanor J. Carlin Excellence in Academic Teaching award from the American Physical Therapy Association.

The nominee must have demonstrated exceptional teaching effectiveness in the academic setting, a distinct expertise in at least one subject area to which the academic teaching has been directed, and excellence as a role model for academic teaching for students, faculty and clinicians.

In memoriam[20]

Names of current and former University of Colorado faculty and staff who have died in recent weeks. List compiled by Employee Services.

CU-Boulder
Homer H. Clark, 96, faculty retiree emeritus. March 19, 2015.
CU Denver
Robert Wayne Heath, 61, faculty. March 10, 2015.
CU Anschutz Medical Campus
Denise K. McGuire, 50, university staff. March 15, 2015. See obituary here. Warren Glen Sanger, 69, faculty. March 10, 2015.

Links
[1] https://connections.cu.edu/stories/staff-members-honored-service-campuses-greater-communities[2] https://connections.cu.edu/sites/default/files/staff-awards_top_0.jpg[3] https://connections.cu.edu/stories/heritage-

society-donors-celebrated-making-difference[4] https://connections.cu.edu/sites/default/files/heritage-soc_top.jpg[5]
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https://connections.cu.edu/stories/mapping-guides-show-paths-retirement-investments-july[7]
http://www.cu.edu/nestegg/transitioning[8] http://www.tiaa-cref.org/cu[9] https://connections.cu.edu/stories/new-program-aims-help-risk-employees-prevent-diabetes[10] http://www.cu.edu/OE[11]
https://connections.cu.edu/stories/faculty-students-revved-about-large-hadron-collider-restart[12]
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https://connections.cu.edu/people/allen-leads-difference-matters-workshop[18]
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https://connections.cu.edu/people/mintken-wins-teaching-award[20] https://connections.cu.edu/people/memoriam-25