Five questions for Pam Laird[1]

Why is it that something that made sense to reasonable people in the past doesn't make sense now? How do people justify what they do?

Those questions interested Pam Laird and were central to her becoming a professional historian. After graduating from Harvard University with a degree in psychology, she earned a master's degree in history from Tufts University. Following a presentation at an academic conference, she was encouraged to return to school for a doctorate.

"I finally did that when I was 38 and I graduated from Boston University at 45, which makes me a late bloomer," she joked. "I was about midway through that degree when I moved to Denver. I taught as an adjunct for almost a decade after I finished my degree and taught on five different campuses."

She finally settled on the University of Colorado Denver as her single employer, where she currently is professor and chair of the Department of History. Her studies focus on the history of American business cultures, and she's written two books and is contemplating a third. She's also won numerous awards: the Harold F. Williamson Prize for Achievement in Business History, the American Association of University Women's American Fellowship, the College of Liberal Arts and Sciences Outstanding Faculty Achievement Award, several service awards at the University of Colorado for her work in shared governance, the University of Colorado Denver Faculty Mentor of the Year Award for 2013, and the CU Faculty Council Distinguished Service Award for 2014.

1. Is there a person or event that has influenced your career?

Of course there are a number of people who influenced me along the way, but the person I want to mention is Mark Foster, who was chair of the history department when I started here.

He hired me as an adjunct, and once I decided this was the place I wanted to stay, he urged me to improve what were then pretty bad conditions for non-tenure track faculty. He said, "Pam, you need to fix this." I said, "I can't fix this; I don't even have a job here." But he told me to figure it out and he would back me.

Mark basically made my career here. He gave me the opportunity to be a teacher and encouraged my scholarship with great enthusiasm. And he encouraged me to become an advocate for all faculty. I spent the next 20 years working for the university through shared governance.

Back in the mid-'90s, the salaries for adjuncts were very bad. There were adjuncts who had to make copies for classes using their own money. Many did not have an office or computers or phones. They had to meet students in the library. This wasn't just at CU Denver; it was also in Colorado Springs, and, to some extent, Boulder.

Adjunct faculty members were then called honorarium faculty, a term the Regents have said is no longer appropriate. The argument that we made to change that was this: The term honorarium means a payment for someone to do something that is temporary and peripheral. But if you were an employee year after year, calling you an honorarium faculty didn't make sense. I and a number of colleagues from around the system met in a task force that essentially rewrote the guidelines for non-tenure track faculty that included certain conditions, including access to an office. That report came out in 1999; now, every two years, the vice president of academic affairs requests that each campus reassess the issues related to non-tenure track faculty.

Things have gotten so much better; there's a lot more respect for non-tenure track faculty, a whole new set of titles, and new positions that allow for recognition for service, research and scholarship. I think CU has been on the cutting edge of progress in this regard.

2. You have been honored with many awards throughout the years. Is there one (or more) that stands out for you? Why?

The one that really stands out is the mentorship award because so many people at the university and across the

country took the time to write letters for me, and two people not in even in my college nominated me, which was amazing.

Mentorship fulfills a need that I feel to be useful, and frankly, this is an especially enjoyable way to be useful. One of the things I really believe – this is my cliché – is that citizenship gives us the right to make a difference in the place where we belong, and, conversely, we belong in the place where we can make a difference. So being able to work with wonderful colleagues who are emerging scholars and fellow citizens – all such good people -- is just incredibly gratifying.

At CU Denver, there is a mentorship program specifically designed for entering tenure-track people. Each new faculty member is assigned a mentor, and they meet regularly. But my colleagues know they can come to me at any time, and I'll do the best I can to help them. If I can't answer a question, I'll have a pretty good idea of who can. There also are people who come to me who have been referred by a colleague, so I'll get to know people who contact me through that network.

3. One area of research for you is the history of business culture. In 2013, only 4.8 percent of Fortune 500 companies were headed by female CEOs and only 5 percent of Fortune 1000 companies had women in charge. What will it take for women to break through and when will it happen?

My mentoring ties together with this area of my work. The glass ceiling is a term people started using in 1986, after a famous article in The Wall Street Journal. (It refers to the barrier women and minorities face that keeps them from rising to upper levels of an organization.) People have struggled to figure out how to break through the glass ceiling. It turns out that it is impossible to break the glass ceiling from below. Former outsiders can only pass through that barrier if they are pulled up by mentors and gatekeepers.

That is the subject of my second book, "Pull: Networking and Success Since Benjamin Franklin" (Harvard University Press, 2006). In the book, I look at the concept of discrimination. Generally we think of discrimination in terms of what I call push discrimination, which means pushing people out of opportunities. For instance, someone shows up for a job and they are told there are no jobs available, but the next person is line is given an application. That's push discrimination. About a decade after the Civil Rights Act of 1964, women and African-Americans recognized that while they could get entry-level positions, they could not get past that. They began to study sociologists who taught them the terms "mentoring," "gate keeper," "role models" and "networking," among others. What's amazing is that about 40 years ago, in the early 1970s, the only people who used those terms were sociologists and some people in education. Now it seems that we can't get through an hour without using one of these terms.

It's been a long process in which the courts and laws have had some role in integration, but they can only go so far. To go further, there needs to be a process of building social capital – networks and connections and the like.

4. One of your early publications "explains the transition from a national ethos that gauged merit by thrift and productivity to one increasingly dominated by consumption priorities." How has the "consumption priority" changed over the years and what are the implications for the future?

There was a time in the 19th century and early 20th century when most big, profitable companies made money by producing something. There were financial companies like banks and insurance, but most of the famous companies – Ford, GE, the railroads – produced something or did something useful. When the companies promoted themselves in advertisements or lobbied Congress, they talked about how much they produced or would produce. Paradoxically, the more production there was, the more there was to consume, and the more there was to consume, the more need there was to convince people to consume.

There were a lot of cultural values in the past about savings and thrift. But now the consumer culture has made it more attractive to be known by what we consume rather than what we produce. These are overgeneralizations, of course, but the point is that values have shifted for both individuals and firms. A century later, the economic structure has come to encourage what is called financial capitalism as opposed to industrial capitalism. Within the financial capitalism system, the best way to make money is by manipulating finances. The economic system rewards speculation instead of production, and it still encourages consumption.

Periodically there will be a crisis – like the one in the 1970s or 2008 – that encourage people to impose limits on their own consumption, but the rubber band generally springs back. There are some who take on a self-imposed reduction; they simplify their lives and build a foundation for retirement. They are in the minority, though.

5. What research projects are you currently working on?

I've got two things going on right now. One of them ties in with civil rights and what I mentioned about the glass ceiling. It's basically about the limits in what the law can do in terms of changing cultural values.

The other project is about the roots and consequences of the self-made man symbol. I have found that there are psychological consequences of the self-made man idea: It can make people who started off with advantages very arrogant. They might have been born on third base, but they think they hit a home run. Then there are people who didn't have those advantages and who think that if they are failures it is their own fault.

There are several psychological consequences of this in terms of generating despair and generating arrogance. There also are policy considerations. If we believe that the poor are poor because they deserve to be poor then why should we do anything about it? Why should we change our policies or programs to give people assistance? If we think people are rich because they deserve it, then we shouldn't tax them. So we cut back taxes on the wealthy, and we use the rhetoric of self-made success to justify that even though these people were mostly born on third base.

It turns out most of the increases in income and wealth in the last decade or so have been made by people in finance rather than in production. People make money shipping our jobs overseas and putting money into financial investments, and we give them credit for making a lot of money even though they are just doing it by manipulating paper.

Historically, the self-made concept meant the opposite of what it means now. It actually began as part of the Protestant Reformation when people were considered self-made if they improved themselves to serve faith and their community. Benjamin Franklin, for instance, believed his purpose in life was to improve himself to benefit his community. He started an early public library, the Philadelphia fire department, and multiple schools. He was a great scientist – the most famous American scientist of the 18th century – and he did this as a citizen. He actually refused to get patents on his inventions of the Franklin stove or bifocals or the lightning rod. He could have gotten stinking rich but he didn't.

And that's the original idea: If you do well, you owe the community. Now, people think if they do well, the community owes them.

Staff Council brainstorms unconventional benefits of working at CU-Boulder[2]

[3]
At the first FY15 Full Council Meeting on July 9, Boulder Campus Staff Council started light by taking 20 minutes to brainstorm the nontraditional benefits of working on our campus.

Below is a list of fun, educational and service-oriented activities that staff can enjoy (usually free) and that set CU-Boulder apart from other employers.

Please help us think of other benefits of working at CU-Boulder and send your thoughts to scouncil@colorado.edu[4]. We'll post the list to our website and send a copy to HR, which has been working on tools to help with recruiting and highlighting CU-Boulder as one of the best employers in the area.

Fun and Educational Opportunities:
Access to several high-profile speakers each year. Cultural events, music festivals and national conferences. Art shows and occasional opportunities to display your own works of art Theater and music (Tuesday night free concerts,

Shakespeare festival). Eco pass, CU-Boulder's commitment to sustainability. Excellent transit system around campus. Beauty of campus. It really pays to stop and just look around. She is looking great at 138 years old. Amazing colleagues. We must like each other because many of us have married our colleagues and encouraged our children to work here. Multicultural emphasis. We can meet the world without leaving campus by getting to know our international staff and students. Skillsoft online training programs. Fitness opportunities like CU Walks, Be Colorado, activities at Rec Center, Health Day for the Community. Campus NCAA athletic events. Being able to interact with our research departments during open houses and educational events. Travel opportunities. Opportunities to grow and develop a career or change career paths.
Service:

Given our busy lives, it is extremely convenient when we can serve others through our worklife.
Working on CU's mission of educating future generations. Volunteering for dorm move-in. Mentoring young people. Marshal at graduation ceremonies. Donate blood. Usher at events like Shakespeare Festival. Donate to various clothing, school supplies, personal necessities, etc. Opportunities to serve and hold leadership roles on campus committees. Guest teaching opportunities. Departmental organization of service days in the community; Habitat for Humanity, trail building/rebuilding, etc. Volunteer leave granted by the university for approved activities.
Also, we are still looking for ideas on great ways to welcome new staff to our work community, thanks to OCG (Office for Contracts and Grants) for being the first to volunteer to share their experiences.

You do not have to be a member of Staff Council to serve on any of our many committees. For more information or to contact us, visit www.colorado.edu/staffcouncil[5]

- Submitted by Boulder Campus Staff Council

CU's alumnus, Qatar's doctor[6]

Hajar A. Hajar Al Binali, M.D.

Hajar A. Hajar Al Binali hunched over his desk, scribbling algebraic calculations in Arabic letters. When he arrived at the solution to the problem, he wrote the answer using the Roman alphabet. His American professor looked at him with skepticism when he handed in his work.

"If your final answer is incorrect, I can't give you credit for the Arabic calculations," he told Hajar.

A newcomer to the U.S. from Qatar in the late 1960s, Hajar had to conquer all the requirements for his bachelor's degree—before he could achieve his dream of becoming a doctor.

From struggling student to Qatari medicine pioneer

"After finishing junior high school, he went to the United States on a government scholarship," Hajar's wife, Rachel Hajar, M.D., says of his early years of U.S. schooling. "He could not understand a word (of English)."

Lucky for cardiology patients in his native country, Hajar learned English—and, by the way, aced that undergrad algebra class. He went on to earn a bachelor's degree from CU-Boulder in 1969 and a medical degree from the CU School of Medicine in 1973.

Hajar A. Hajar Al Binali, M.D., returned to his native country in 1978 and proceeded to make a health legacy for himself. He established a cardiology service with a coronary care unit, cardiac catheterization laboratory and cardiac surgery. Hajar's efforts to modernize healthcare in Qatar included setting up an appointment system, initiating computerization of the medical record system and establishing a database of cardiac diseases in Qatar.

[8]
Because the labor force in Qatar is composed of foreign workers from poor foreign countries, he introduced medical screening of foreign workers for major communicable diseases such as tuberculosis and leprosy. Previously nonexistent medical services became available, such as pediatric cardiology, hematology service, pulmonary and gastrointestinal services.

“He was responsible for catapulting medical care in Qatar into the 21st century,” Rachel Hajar says of her husband. “He is considered the father of modern medicine and cardiology in Qatar.”

Hajar noticed a high incidence of coronary artery disease and a high prevalence of smoking in Qatar and spearheaded a national anti-smoking campaign. In 1999, he was appointed Qatar Minister of Health, where he worked to help pass the national tobacco control laws in 2002.

Hajar had childhood memories of his father, an Islamic judge, preaching against smoking in mosques. while a CU student, Hajar wrote a chapter in his father’s book, “Smoking: A Slow Suicide.”

Bringing the international cardiology community together

Rachel Hajar, M.D.

In honor of her husband, Rachel Hajar gave a gift to the CU School of Medicine, establishing a visiting scholar program in cardiology. The program will focus on collaboration among different institutions, meaningful professional relationships and information exchange across cultures.

“The program is an opportunity for cardiologists from around the world to obtain a focused and enhanced cardiology experience, which they can pattern or model in their home country,” she says.

Peter Buttrick, M.D., professor of medicine, physiology and biophysics and head of the Cardiology Division, says, “We could not be more grateful to Rachel Hajar for this generous gift. Not only is it a proper tribute to the medical legacy of her husband, but it will bolster our department through meaningful connections with the international cardiology community.”

A story of love and giving

Even as the gift honors her husband, Rachel Hajar deserves tribute, as well.

She too is a cardiologist, currently director of noninvasive cardiology at Hamad Medical Corporation in Doha. She is also founder and editor-in-chief of Heart Views, the cardiovascular journal of the Gulf Heart Association, and a fellow of the American College of Cardiology.

Originally from the Philippines, Rachel Hajar moved to the U.S. for her medical education and to Qatar once the two were married. She authored a memoir about her life in Qatar and her transition into an Arab Islamic culture, entitled My Life in Doha: Between dream and reality.

The book is not only an account of her experiences in Arab-Islamic culture and society; it is also a love story—a love that, along with her passion for medicine, drove Rachel Hajar to give to the University of Colorado.

“I wanted to honor (my husband’s) medical legacy. I thought, ‘What better way to honor someone than to name a program after him at his alma mater?’”

Join Rachel Hajar in supporting cardiology at the CU School of Medicine[10]**.**

Hajar A. Hajar Al Binali, M.D., is the Director of Medical Education for Heart Hospital of Hamad Medical Corporation in Doha, Qatar. He has served as the Minister of Public Health, Advisor to H.H. the Emir of Qatar for Health Affairs,

Chairman of Cardiology and Cardiovascular Surgery at Hamad Medical Corporation, Chairman of the Board of Directors and Managing Director of Hamad Medical Corporation. During his term of office, he implemented various innovative measures to improve, expand and advance health and cardiovascular care in the State of Qatar. He was awarded the WHO Prize in Medicine in 1993 and Qatar State Award for Medicine in 2009. He is a Fellow of the American College of Cardiology and Fellow of the European Society of Cardiology.

CU-Boulder reaches settlement for sexual harassment claim[11]

CU-Boulder last week announced that it has reached a settlement of $825,000 with a female graduate student who claimed to have been retaliated against by a tenured male philosophy professor. In a video statement[12] released Thursday, Aug. 7, CU-Boulder Chancellor Philip P. DiStefano called the settlement “the right thing to do,” and noted that it is part of an ongoing course of action[13] to make improvements regarding sexual misconduct and other Title IX issues on the campus.

The woman, who is continuing her studies in the philosophy department as a Ph.D. student, filed a sexual misconduct complaint against a male doctoral student regarding behavior at an off-campus party in 2012; the male student later became an instructor in the department. Because of her complaint, she claimed, she was retaliated against by a tenured faculty member of CU-Boulder’s philosophy department.

The woman’s notice of intent to sue CU filed last month claims that the retaliation was retribution for her sexual misconduct complaint.

DiStefano said in a video message to the campus that CU-Boulder took strong actions in the case, declining to renew the instructor’s contract and filing a notice of intent to dismiss the tenured faculty member from CU-Boulder.

“This action triggers a Regents-mandated process, which allows any tenured faculty member who faces dismissal to request a hearing. Those confidential proceedings are commencing,” he said.

“A young woman’s life was turned upside down and her education suffered serious interruptions. I wanted to ensure we responded quickly to help her set her life back on course,” DiStefano said. “We settled her claim because it was the right thing to do.”

He added that he was aware that the vast majority of CU-Boulder’s faculty “embrace the policies regarding Title IX issues,” but issued a strong call to action in moving ahead on Title IX issues.

“Let there be no misunderstanding: My goal is to change the culture here on campus for good. I expect CU-Boulder’s faculty, staff and students to actively join in this effort, taking personal responsibility for creating a safe and inclusive campus,” DiStefano said.

Statements from DiStefano and representatives of the female student are posted here.[14]

Extreme Weight Loss: Destination Boot Camp coming to Anschutz Health and Wellness Center[15]

[16]
This summer, ABC-TV’s “Extreme Weight Loss” series has shared the stories of people conquering weight woes with the help of the CU Anschutz Health and Wellness Center[17] (AHWC) on the CU Anschutz Medical Campus. This fall, the Center is offering a transformation experience inspired by the show.

Participants in Extreme Weight Loss: Destination Boot Camp[18] will spend a week at the AHWC in order to learn how

to lose weight and keep if off for good. A transformation coach guides participants through a six-day schedule of physical activity, mindfulness exercises and nutrition education based on principles from “State of Slim,” co-authored by Holly Wyatt, M.D., the center’s medical director.

“Each week, ABC’s ‘Extreme Weight Loss’ tells the story of one person’s transformation,” Wyatt said. “With our new Destination Boot Camp program, everyone now has the opportunity to experience transformation at the best place in the world for weight loss – the University of Colorado Anschutz Health and Wellness Center.”

Extreme Weight Loss: Destination Boot Camp is based on over 30 years of science-based research in weight loss and nutrition. It is a yearlong weight loss program if participants complete all four scientifically-based phases:

PHASE 1 — BELIEVE IT
Begin with a one-week **boot camp** at the Anschutz Health and Wellness Center. Lose weight and learn to live a healthy lifestyle.

PHASE 2 — LEARN IT
Continue your transformation at home for 15 weeks, applying the “State of Slim” principles, which include weekly one-hour online sessions with your transformation coach.

PHASE 3 — LIVE IT
Learn how to live in your new body and continue to lose weight through these biweekly online sessions for four months and monthly sessions for the final four months.

PHASE 4 — CELEBRATE IT
At your graduation and one-year anniversary, you’ll reconnect with your team and transformation coach for new confidence and recognition for your successful transformation.

Start with Phase 1 or buy all four phases upfront.

Phase 1 weekly sessions in October: Beginning Oct. 5, 12, 19 or 26.

You’ll receive state-of-the-art assessments including:

» A dietary recall and analysis

» Height, weight and measurements

» Body composition analysis

» A comprehensive, six-dimensional wellness assessment

» A facial image of what you’ll look like when you reach your goal weight
For details, call (toll free) 1-844-404-2008 or email info@ewlbootcamp.com[19].
Visit www.ewlbootcamp.com[20] for more information about the program. Visit www.anschutzwellness.com[17] for more information about our AHWC.

CU doctors top 5280 Magazine list of top docs[21]

[22]
Faculty from the University of Colorado School of Medicine filled more than half the roster of 5280 Magazine’s Top Doctors issue for 2014 – an honor that is determined annually by peer physicians who are asked to select physicians they would trust to care for themselves and their families.

This year's magazine focuses on cancer, and many of the articles include CU School of Medicine faculty and CU Cancer Center investigators.
An overview of cancer and the research taking place at the CU Cancer Center An article on University of Colorado Hospital (UCH) lung cancer patient Susan Nunn and her physician Ross Camidge, MD, PhD[23] A breakdown of the genetic subtypes of lung cancer. Information provided by Robert Doebele, MD, PhD An article on UCH patient Karen Wehling and her physician Wells Messersmith, MD[24]Story on Barish Edil, MD, a pancreatic cancer vaccine in development at CU the laparoscopic Whipple at UCH[25]A look at the bladder cancer research of Dan Theodorescu, MD, PhD, the director of CU Cancer Center.[25]Story on the hereditary cancer clinic at UCH with genetic counselor Lisen Axell[26]Story on Lia Gore, MD, pediatric oncologist at CU Cancer Center and Children's Hospital Colorado [27]Story on surviving childhood cancer – includes Dr. Brian Greffe from Children's Hospital Colorado and mentions the HOPE clinic at UCH[27]Story on melanoma with William Robinson, MD.[28]
Peer physicians are asked to vote each year in a process that includes an online ballot from mid-January through mid-March. The magazine has published its annual survey of medical professionals for the past 21 years and the list is typically dominated by physicians who are faculty at the School of Medicine.

The total number of "Top Docs[29]" on this year's 5280 list is 334 physicians in 95 specialties. More than 170 School of Medicine faculty members are on this year's list.

The CU School of Medicine's affiliated providers that employ the listed physicians are University of Colorado Hospital, Children's Hospital Colorado, National Jewish Health, the Denver Veterans Affairs Medical Center and Denver Health Medical Center.

School of Medicine physicians and clinical volunteers instruct the next generation of caregivers, conduct groundbreaking research and provide excellent clinical care to patients and service to the community. Faculty of the CU School of Medicine each year educate and train more than 1,700 medical professionals, including medical students, residents and fellows.

CU-Boulder study paved way for stocking state's 'true' greenback cutthroat into wild[30]

Jessica Metcalf, a CU-Boulder ecology and evolutionary biology post-doctoral researcher, right, watches as Harry Crockett, aquatic biologist with the Colorado Division of Wildlife, weights a cutthroat trout before releasing it at Zimmerman Lake northwest of Fort Collins. Using DNA samples from fish up to 150 years old, CU-Boulder researchers identified the true greenback cutthroat trout in Colorado native only to the South Platte River basin. (Photo: Glenn Asakawa/University of Colorado)

A genetic sleuthing effort led by the University of Colorado Boulder that resulted in the identification of Colorado's "true" native greenback cutthroat trout two years ago has come full circle with the stocking of the official state fish into Colorado's high country.

Roughly 1,200 greenback cutthroat fingerlings reared in federal and state hatcheries in Colorado were stocked into Zimmerman Lake, located in the South Platte River basin near Cameron Pass west of Fort Collins on Friday, Aug. 8. The Greenback Cutthroat Trout Recovery Team involving state and federal agencies hopes the milestone is the first step in reintroducing the federally protected fish into selected waters in the South Platte basin, which the CU-Boulder team inferred to be its historical haunt.

The stocking event was a conservation management milestone, a result of a novel 2012 genetic study led by CU-Boulder Senior Research Associate Jessica Metcalf of the BioFrontiers Institute that helped to clarify the native diversity and distribution of several Colorado cutthroat trout strains.

The study was largely based on DNA samples taken from specimens collected in Colorado as far back as 150 years

ago that were stored in museums around the country. The samples subsequently were compared with DNA of modern-day cutthroat trout that were collected by Colorado Parks and Wildlife (CPW) Research Scientist Kevin Rogers.

The biggest surprise in 2012 was that the cutthroat trout strain native to the South Platte River drainage survived only in a single population -- a small stream known as Bear Creek that actually is in the nearby Arkansas River drainage. The trout living in Bear Creek most likely were collected from the South Platte River drainage in the 1880s and stocked into Bear Creek.

“This is a conservation genetics success story,” Metcalf said. “We were able to use historical specimens to find out something quite novel about cutthroat trout biodiversity that has resulted in a management action. We are not just bringing a native species back to its historic range, but the greenback cutthroat trout, our Colorado state fish. I would have never imagined this outcome when we started our research in 2001.”

According to Doug Krieger, senior aquatic biologist for CPW and the Greenback Cutthroat Recovery Team leader, about 3,500 greenback cutthroat trout -- offspring of fish taken from Bear Creek -- have been raised at the Mt. Shavano State Rearing Unit and the Leadville National Fish Hatchery. “We finally have the opportunity to bring these fish home,” said Krieger.

A second, key set of data was all of the Colorado cutthroat trout stocking records over the past 150 years, a task spearheaded by study co-author and fish biologist Chris Kennedy of the U.S. Fish and Wildlife Service (USFWS). Between 1889 and 1925, for example, the study showed more than 50 million cutthroat trout from the Gunnison and Yampa river basins were stocked in tributaries of all major drainages in the state, jumbling the picture of native cutthroat strains in Colorado through time and space.

According to CU-Boulder professor Andrew Martin, who spearheaded the 2012 study with Metcalf, researchers are trying to understand more about the characteristics of the greenback, including a collaborative effort to assess how the fish succeed in their new environment. “Living in Zimmerman Lake in the Arapaho and Roosevelt National Forest at an elevation over 10,000 feet will be very different from living in Bear Creek at 6,100 feet or living the ‘cushy’ life in a hatchery,” Martin said.

Data from a random sample of 200 out of the 1,200 fingerlings being released at Zimmerman Lake will include DNA and various other physical measures of trout appearance, said Martin. In the next several years Martin and his colleagues, including CU-Boulder students, will revisit the lake to follow the fate of the 200 individuals as a way to assess the success of the initial stocking effort and whether natural selection is playing a role in determining the success and failure of different individuals.

“This is an extremely challenging situation,” said Martin of CU-Boulder’s ecology and evolutionary biology department. “But this recovery effort has been a joint project of many different people with different interests and backgrounds combining their energy toward one specific goal. We have a chance to bring a native species back from the brink, and I’m happy to be a part of it.”

The Greenback Cutthroat Recovery Team involves state and federal agencies including CPW, USFWS, the U.S. Forest Service, the Bureau of Land Management and the National Park Service. Colorado Trout Unlimited also is a partner in the effort.

Originating from the Pacific Ocean, cutthroat trout are considered one of the most diverse fish species in North America and evolved into 14 recognized subspecies in western U.S. drainages over thousands of years. In Colorado, four lineages of cutthroats were previously identified: the greenback cutthroat, the Colorado River cutthroat, the Rio Grande cutthroat and the extinct yellowfin cutthroat. Work by the CU team also identified a previously undiscovered San Juan Basin cutthroat trout that is now extinct.

The museum specimens used in the study came from the California Academy of Sciences, the Smithsonian Museum of Natural History in Washington, D.C., the Academy of Natural Sciences in Philadelphia and the Harvard University Museum of Comparative Zoology. Colorado cutthroat trout specimens were collected by a number of early naturalists, including Swiss scientist and former Harvard Professor Louis Agassiz and internationally known fish expert and

founding Stanford University President David Starr Jordan.

Metcalf and her colleagues first collected multiple samples of tissue and bone from each of the ethanol-pickled trout specimens, obtaining fragments of DNA that were amplified and then pieced together like a high-tech jigsaw puzzle to reveal two telltale genes of the individual specimens.

“This is a terrific example of how a team made up of different groups and agencies can pool their resources and do something very significant for biodiversity,” said Metcalf.

The new method could pave the way for the gene sequencing of other wild creatures like reptiles and amphibians that were preserved in ethanol by early scientists, perhaps even helping researchers determine biodiversity levels in the late 1800s, said Metcalf.

The decline of native cutthroat trout in Colorado occurred because of a combination of pollution, overfishing and stocking of native and non-native species of trout, said Metcalf. “It’s ironic that stocking nearly drove the greenback cutthroat trout to extinction, but a particularly early stocking event actually saved it from extinction.”

Why I chose to teach here: Jared Brown and Zaneta Thayer[32]

Jared Brown, Ph.D., and Zaneta Thayer, Ph.D., both recently joined the faculty at the University of Colorado Denver | Anschutz Medical Campus. They are photographed inside the Fulginiti Pavilion on the CU Anschutz Medical Campus. (Photo: Casey Cass/University of Colorado)

ZANETA THAYER: Room to teach and do research

Zaneta Thayer, Ph.D., finished her doctoral degree in anthropology last fall with impeccable academic credentials. She was considering various options when she saw a faculty position posted in the Department of Anthropology at the University of Colorado Denver.

Thayer earned bachelor's degrees in biology and anthropology at Dartmouth College and advanced degrees—master's and doctoral in anthropology—at Northwestern University. She didn't know much about CU Denver, but she loved it as soon as she interviewed here.

"I just really enjoyed my interview," said Thayer, who joined the Anthropology Department[34] as an assistant professor in January. "I liked the people who would be my colleagues. They seemed very supportive. CU Denver struck me as a place that's transitioning toward a greater emphasis on research while also maintaining a strong commitment to teaching."

'Best of both worlds'

Thayer had been offered a research position at a medical school, but she wanted to also teach. She was impressed with the supportive environment at CU Denver compared with other departments where she interviewed.

"I thought I could get my work done here in a relaxed and friendly environment," she said. "The opportunity here gave me the best of both worlds—I wanted to be able to teach and do research."

Thayer is continuing her research into the intergenerational effects of stress. This summer she returned to New Zealand to continue studying an ethnically and socioeconomically diverse sample of women who were pregnant when the research began. Thayer has conducted epigenetic analysis of their children's DNA. What this allows her to see is whether maternal stress experience is associated with changes in the way offspring genes are turned on and off.

Also this summer, she collaborated with Maori (indigenous) health researchers at Whariki Health Research group to develop a similar study among Maori women in New Zealand.

Appreciates diversity

Although only in her first semester at CU Denver, Thayer has already become a fan of the university's exceptional diversity. She is Mexican and American Indian (Lakota) and the first member of her family to earn advanced university degrees; her older sister was the first in the family to earn a bachelor's degree. "I paid my way through college, so I have a lot of respect for the students at CU Denver who are also having to do that," she said. "I appreciate the opportunity to work with such a diverse student body."

Having grown up on a farm outside Sacramento, Calif., and attending high school in western Oregon, Thayer said she's glad to be living in the West again.

Thayer has taken advantage of our consolidated university by collaborating with the Division of American Indian and Alaska Native Programs in the Nighthorse Campbell Native Health Building[35] on the Anschutz Medical Campus. Through that resource, she learned about and secured a two-year fellowship that will allow her to develop a domestic research project—similar to her New Zealand study—among an American Indian population.

Thayer couldn't be more pleased that she brought her passion and expertise to CU Denver, where she is able to grow as both a teacher and researcher among colleagues who are standouts in their field.

JARED BROWN: Collaborative opportunities a draw

Jared Brown, Ph.D., sees a big future in the study of something tiny—nanotechnology—at the CU Anschutz Medical Campus.

It's one of the main reasons Brown chose to return to his home state of Colorado to pursue nanotechnology research at the University of Colorado Skaggs School of Pharmacy and Pharmaceutical Sciences[36]. The team synergies within the School of Pharmacy as well as the Anschutz Medical Campus's substantial resources and outstanding collaborative opportunities were all a significant draw. Also, Brown and his wife, Scottie, who works in the development office at the CU Cancer Center[37], wanted their two young children to be closer to grandparents who live in the area.

"We have family here, which is nice," he said. "But, definitely, a main impetus for coming here were the resources—not only in our school, but what the whole campus has for research." Brown spent the past decade on the East Coast, first in post-doctoral studies at the National Institute of Allergy and Infectious Diseases (Laboratory of Allergic Diseases), in Bethesda, Md., then as a faculty member at the East Carolina University School of Medicine (Department of Pharmacology).

'Growing nanotechnology group'

Brown earned a bachelor of science degree from Colorado State University and a doctorate at the University of Montana, Center for Environmental Health Sciences, Skaggs School of Pharmacy.

"Here at the CU Skaggs School of Pharmacy and Pharmaceutical Sciences," he said, "we have a growing nanotechnology group that will hopefully build over the next five years or so."

The team studies various aspects of the growing field—therapeutic drug delivery, biological nanotechnology related to cancer research, toxicology. In his lab, Brown, an assistant professor of toxicology, is especially interested in understanding how engineered nanomaterials interact with the human body's immune system to ensure the safe development of nanotech-related consumer products and nanomedicines.

"Our interest mainly is on the nanomedicine side and what happens to the materials after they're injected into a person," he said. "We're looking at allergic and immune responses, such as exacerbation of asthma, mast cell activation and anaphylaxis. All of those conditions could occur due to exposure to some of these nanomedicines. We're

trying to understand why that is happening."

A passion for mentoring

Brown also heads up the graduate program in toxicology. In addition to working on accreditation matters, he oversees the admission of students, coordinates mentors and helps students set up their labs, course work and dissertation process. "Basically, seeing them through the whole process," he said.

Mentoring students is another of his passions. Last year, an eighth-grader from a Denver charter school visited the School of Pharmacy looking for help on a nanotechnology project. Brown jumped in and set the boy up with equipment and ideas on how to proceed. The student ended up winning the state science fair for his age level and is now entering a national science fair.

"He did most of the work at home, but we provided most of the materials. We showed him how to interpret data and analyze and graph it," Brown said. "That was an unexpected opportunity that came up."

When he's not working to complete various grant proposals this summer, Brown, who joined the faculty on the Anschutz Medical Campus just a year ago, squeezes in time for his favorite pastimes. His family enjoys Colorado's bountiful outdoor playground: fly fishing, cycling, skiing, snowboarding.

Brown is also busy meeting with colleagues across the Anschutz Medical Campus, including in oncology and pulmonology, to expand his nanotechnology research. "I think there will be more opportunities for collaboration like that as the field grows," he said.

Psychology Department receives $325,000 federal graduate student training grant[38]

Dan Segal

The Department of Psychology recently received a two-year $325,000 Graduate Psychology Education grant from the U.S. Department of Health and Human Services, Health Resources and Services Administration.

The grant will be used to prepare doctoral students in the clinical psychology program to deliver mental health services to older adults within integrated medical settings, according to Dan Segal, professor, Department of Psychology. Integrated medical settings work to seamlessly combine mental and physical health care.

The Department of Psychology previously received a three-year $405,000 training grant and is one of 40 programs in the country to be funded by the Department of Health and Human Services. Established in 2002, the Graduate Psychology Education grant is the nation’s only federal program dedicated solely to the education and training of doctoral-level psychologists.

The grant will help support three students working at Peak Vista’s Lane Family Senior Health Center, one student at Rocky Mountain Program of All-Inclusive Care for the Elderly, and one student working in the UCCS Aging Center’s Aging Families and Caregiver Program.

“This grant program was a great fit for us because the training focus is on integrated care,” Segal said. “The UCCS psychology doctoral program has a long history of training students to provide mental health services in integrated care settings, working collaboratively with other health professionals to treat older adult clients in a more holistic way.”

Both the Aging Center and the Senior Health Center are located in the new Lane Center for Academic Health Sciences. The Lane Center is dedicated to a new model of healthcare that promotes integrated wellness. Student clinicians have trained at Peak Vista Community Health Centers since 2005. Through the use of on-site behavioral

health co-visits and consultations merged with primary care, both providers and patients learn how cognitive and psychological concerns can affect physical conditions. Studies show collaborative, holistic care where primary care providers, nurses, behavioral health clinicians and others work as a team to diagnose and treat physical and mental disorders, improve outcomes and lower costs.

Through a partnership with Rocky Mountain PACE, clinicians work with a multidisciplinary team to strive for maximum independence and quality of life for very low-income, frail older adults in El Paso County. The Caregiver Program, funded in part by the Pikes Peak Area Agency on Aging, provides coping with caregiver classes, consultations, caregiver family therapy and information services. In Colorado alone, there are an estimated 843,000 caregivers, many of whom are older adults themselves and suffer from stress, depression and chronic health conditions.

Segal will serve as the grant's principal investigator and project director. He will be joined by Michael Kenny, director, UCCS Aging Center; Laura Engleman, project manager, UCCS Aging Center; and Sheri Gibson, integrated care consultant and postdoctoral fellow at the Aging Center, as well as other faculty members and Aging Center staff.

The UCCS doctoral degree program in clinical psychology emphasizes geropsychology and trains future clinicians to address both normal and abnormal psychological processes that accompany aging. In addition to coursework, students are required to complete a minimum of three years of clinical training.

Jansma named dean of CLAS at CU Denver[40]

[41]
Pamela Jansma, currently professor and dean of the College of Science at the University of Texas at Arlington, will become the dean of CU Denver's College of Liberal Arts and Sciences beginning Sept. 9.

Jansma, who was trained as a geologist, has more than two decades of experience in higher education. Before her current role, she was professor and dean of New Mexico State University's College of Arts and Sciences. She previously served as professor and chair of the Department of Geosciences at the University of Arkansas and associate professor and associate dean for research and academic affairs for the College of Arts and Sciences at the University of Puerto Rico, Mayagüez. She is a fellow of the American Council on Education.

Jansma's research interests include microplate tectonics and strain partitioning. She has published numerous articles in scientific journals, and her research has received funding from the National Science Foundation, Department of Defense and NASA, among others.

Born in Tokyo, Jansma also lived in Chicago, the Netherlands, and Scarsdale, N.Y., while growing up. She earned doctoral and master's degrees in geological sciences from Northwestern University and a bachelor's degree in geology from Stanford University.

Jansma will replace Laura Argys, who has served as interim dean since June 2013, when Dan Howard stepped down.

Reed appointed new faculty director of ITP[42]

[43]
David Reed, who has served as associate faculty director of the Interdisciplinary Telecom Program (ITP) at CU-Boulder, became ITP faculty director on July 1.

"ITP continues to shine as one of the premier interdisciplinary telecom graduate study programs in the country," Reed said. "My main goal is to work with the superb faculty and staff in ITP to further improve our already outstanding

graduate programs helping to educate students to serve as technical leaders in the fast-paced telecom arena."

Besides serving as director, Reed plans to continue teaching and conducting research. He heads the Center for Broadband Engineering and Economics within ITP that has received recent research gifts from Google and Comcast. The center focuses on research addressing interdisciplinary broadband issues such as new future directions of Wi-Fi technology and new trends in Internet peering strategies. Working through ITP, the center is building a video lab to address issues with video streaming over the Internet.

Reed earned his undergraduate degree in electrical engineering from Colorado State University, his master's degree in electrical engineering, and his Ph.D. in engineering and public policy from Carnegie Mellon University. He worked at the Federal Communications Commission in the Office of Plans and Policy in the early 1990s, and spent nearly 20 years with CableLabs in Louisville, Colo., first as the chief technology officer and then as the chief strategy officer before joining ITP in 2012.

VanMeter to join training staff[44]

[45]
Ashley VanMeter will soon join the UCCS Athletic Department as assistant athletic trainer.

VanMeter spent the past seven seasons as the assistant director of sports medicine at the University of Detroit Mercy. VanMeter had direct involvement with women's basketball, men's soccer, women's lacrosse, men's and women's tennis, and men's and women's cross country for the Titans. She was the insurance coordinator for all student-athletes, coordinated staff and physician coverage for practices, games and clinics, and directed the work activities of four graduate assistants.

VanMeter also developed a six-week lower body neuromuscular control program at Detroit Mercy for prevention and treatment. She also was on the sports medicine staff for the 2009 NCAA Division I Men's Basketball Final Four, the 2008 Division I Men's Basketball Midwest Regional, the 2009 and 2011 NCAA Women's Bowling Championships, and the 2013 Horizon League Men's and Women's Outdoor Track and Field Championships. She presented at the 2008 National Athletic Trainers' Association Annual Meeting and Symposium.

VanMeter previously served as head athletic trainer at Morrison R. Waite High School in Toledo, Ohio, from 2005-07, where she provided oversight for the medical needs of a 35-team athletic program. She earned her master's degree in exercise science with a concentration in athletic training from the University of Toledo in 2007, and her bachelor's degree in athletic training from Hope College in 2005.

The Mountain Lions compete in 14 sports within the Rocky Mountain Athletic Conference of NCAA Division II. UCCS student-athletes have earned 50 All-America and five Academic All-America honors since the intercollegiate athletics were introduced in the 1987-88 season. The Mountain Lions have recorded a departmental grade point average of 3.0 or greater for 20 consecutive semesters.

Bernt receives award for clinical research[46]

Kathrin Bernt, assistant professor of pediatrics at the School of Medicine, has received a Clinical Scientist Development Award from the Doris Duke Charitable Foundation.

The award provides funding to young clinician investigators so that they can devote 75 percent of their professional time to clinical research as they establish their own labs and research teams.

Bernt is one of 17 researchers nationally to receive the honor this year. Her lab is investigating the role of epigenetic gene regulation in normal hematopoietic stem cells and extending her findings to the study of leukemia.

Wolf Law building makes big impression[47]

[48]

The Wolf Law Building on the CU-Boulder campus recently landed in the top 10 most impressive law school buildings in the world, according to a list published by Best Choice Schools[49].

The website ranks Wolf at No. 9. Click here[50] to see details on Wolf Law and the rest of the list.

Links
[1] https://connections.cu.edu/spotlights/five-questions-pam-laird[2] https://connections.cu.edu/stories/staff-council-brainstorms-unconventional-benefits-working-cu-boulder[3] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/08/boulder-staff-council.jpg[4] mailto:scouncil@colorado.edu[5] http://www.colorado.edu/staffcouncil[6] https://connections.cu.edu/stories/cu%E2%80%99s-alumnus-qatar%E2%80%99s-doctor[7] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/08/qatars-doctor-hajar.jpg[8] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/08/qatars-doctor-haja.jpg[9] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/08/qatars-doctor-rachel.jpg[10] http://www.cufund.org/gift-impact/academics-research/cus-alumnus-qatars-doctor/Hajar%20A.%20Hajar%20Al%20Binali,%20MD[11] https://connections.cu.edu/stories/cu-boulder-reaches-settlement-sexual-harassment-claim[12] http://www.colorado.edu/news/releases/2014/08/07/distefano-says-settling-claim-key-moving-ahead-title-ix-issues[13] htt
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