

[What you need to know to take paid parental leave](#)<sup>[1]</sup>

As of July 1, the University of Colorado guarantees eligible employees paid parental leave upon the birth, adoption or fostering of a child.

Each campus follows specific guidelines. Learn more about the procedures set by your campus below:

**Who does this apply to?**

Qualified University of Colorado research and 12-month faculty and university staff are eligible for paid parental leave. These employees must have worked for 12 consecutive months in a 50 percent or greater appointment prior to the child's arrival to qualify.

Parental leave for nine-month faculty and classified staff remains the same.

**Do I have to take all four weeks at once?**

Each campus has different policies about how employees may take their leave:

CU Boulder – Block and occurrence of leave is based on supervisor discretion UCCS – Leave can be taken in a four-week block or in one-week increments CU Denver | Anschutz Medical Campus – Leave must be taken in a full block of four weeks CU system – Leave must be taken in a full block of four weeks

**How much paid leave do parents receive?**

UCCS, CU Denver | Anschutz Medical Campus and CU system provide four weeks (160 hours) of paid parental leave.

CU Boulder employees receive an additional 80 hours, totaling 240 hours of paid parental leave per employee.

**Where can faculty and staff find the policy for their campus?**

Campus-specific policy can be found on the corresponding Human Resources office website:

[CU Boulder](#)<sup>[2]</sup>[UCCS](#)<sup>[3]</sup>[CU Denver | Anschutz Medical Campus](#)<sup>[4]</sup>[CU system](#)<sup>[5]</sup>

University-wide policy and campus-specific policies can be found on the [Office of Policy and Efficiency's](#)<sup>[6]</sup> website.

**How do employees request the benefit?**

Employees can contact their campus Human Resources office:

[CU Boulder](#)<sup>[7]</sup>: 303-492-6475, option 0 [UCCS](#)<sup>[8]</sup>: 719-255-3372 or email HR at [hrhelp@uccs.edu](mailto:hrhelp@uccs.edu)<sup>[9]</sup> [CU Denver | Anschutz Medical Campus](#)<sup>[10]</sup>: Email [HR.ParentalLeave@ucdenver.edu](mailto:HR.ParentalLeave@ucdenver.edu)<sup>[11]</sup>. [CU system](#)<sup>[5]</sup>: 303-860-4200, option 0 or email [systemhr@cu.edu](mailto:systemhr@cu.edu)<sup>[12]</sup>

[Five questions for Helen Norton](#)<sup>[13]</sup>

<sup>[14]</sup>

After working in Washington, D.C., for the Department of Justice (DOJ), Helen Norton became a law professor. Her studies and pro bono work continue to focus on constitutional law, civil rights and employment discrimination.

"I write amicus briefs in the U.S. Supreme Court and federal courts of appeal, testify before Congress and federal agencies on civil rights law and policy issues, and I served as leader of President-elect Obama's transition team charged with reviewing the Equal Employment Opportunity Commission in 2008-09," she notes on the [Colorado Law website](#)<sup>[15]</sup>.

Norton, who holds the Ira C. Rothgerber Jr. Chair in Constitutional Law at CU Boulder, has been honored with the Excellence in Teaching Award on several occasions, and was appointed a CU [President's Teaching Scholar](#)<sup>[16]</sup> in

2014.

Outside of her legal work, she is a big sports fan – she played soccer competitively for many years – and enjoys hiking and cross-country skiing. After moving to the mountains, she joined the volunteer fire department that serves that community.

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“I did not expect to become a wildland firefighter in my middle years, but it’s been interesting,” she said. “Not only have I seen and done some things that I never expected to see or do, but I’ve learned a lot about teaching and learning. Some firefighting skills fit within my wheelhouse: for example, a lot of it involves repetitive physical labor, and I have plenty of experience with that since I come from a family of farmers. But lots of firefighting skills are tough for me. As one of many, many examples, most of the vehicles are built for taller people, so getting in and out of them is literally a stretch and sometimes a leap for me. It’s humbling to be a novice, not to feel competent.

“And often our students feel that way, too, when they start out and feel challenged in many ways. I’ve learned that all that I can fully control is my effort. I’ve also seen firsthand how the best teachers are those who remember what it’s like to be a novice even when they are now wonderfully competent, even excellent. That requires empathy, anticipating and leaving space for questions, and figuring out how to provide students with meaningful opportunities to try and sometimes fail and learn from the setback as key to growth.”

### **1. How did you choose this career path and was there a person or event or passion that influenced you?**

I went to law school because I wanted to be a public interest lawyer. I wanted a career where my work would have meaning, and I was inspired by the accomplishments of lawyers (e.g., Thurgood Marshall) as well as non-lawyers (e.g., my parents) who worked for the public interest in many different ways.

After I graduated from law school, I took a one-year public interest fellowship in Washington, D.C., working on employment and civil rights law. That fellowship led to other positions in the civil rights community, and later, to appointment as deputy assistant attorney general for civil rights with the Department of Justice during the Clinton administration.

That’s the law part. As for the academics, my job with the DOJ was a political position, so it ended with the end of the Clinton administration. I then thought that it would be interesting and fun to teach for a while before I returned to nonprofit or government practice, so I accepted visiting positions at the University of Wyoming and University of Maryland law schools. The longer I taught, though, the more I realized how terrific these jobs are: the chance to work with fantastic students, the chance to think deeply about important and challenging issues, and the chance to contribute to public universities’ service mission.

### **2. The mission of the Byron R. White Center for the Study of American Constitutional Law includes “expanding public knowledge and informed discussion about the Constitution.” How have you helped carry out this role of the center?**

During the past two years, I’ve organized the White Center’s Rothgerber Conference on Constitutional Law. In 2017, we discussed “Truth, Lies, and the Constitution,” and in 2018 we focused on “Listeners and the First Amendment.” These conferences are open to the public and enable us to bring together a community of scholars to discuss cutting-edge constitutional issues. The University of Colorado Law Review then publishes the resulting papers, allowing us to contribute to the creation and dissemination of knowledge, which is among our most fundamental missions.

### **3. What do you find appealing about constitutional law as opposed to other aspects of the law?**

The Constitution sets out to provide a framework – the rules of engagement – for a functioning democracy. Among other things, it seeks to prevent tyranny and protect democracy by dividing power horizontally among three federal branches, by dividing power vertically between the federal and state and local governments, and by protecting certain individual rights from encroachment by any government actor. And it does this in under 8,000 words. This requires us to give legal meaning to constitutional language that is often very broad and very vague. For instance, what do the

constitutional terms “due process” or “equal protection” mean?

Constitutional law also requires us to figure out how to apply constitutional principles to situations today that were never envisioned by the document’s 18th-century readers and writers. How, for example, do separation-of-powers issues apply to a 21st-century war on terrorism? So constitutional law requires us to grapple with challenging questions that have huge consequences for all of us.

**4. Some of your scholarship over the years – including some that has been published in 2018 – examines the government’s lies and manufacture of doubt. What have you argued in these publications and what are your conclusions?**

When we see or hear the terms “government” and “speech” in close proximity, we often think of the constitutional issues triggered when the government regulates our expression. In a lot of my work, however, I focus on the constitutional issues raised when the government itself is the one doing the talking.

Governments have to speak in order to govern. And the government’s speech is unusually powerful precisely because of its governmental source. The government is unique among speakers because of its coercive power as sovereign, its considerable resources, its often-privileged access to key information, and its wide variety of expressive roles, for example, as commander-in-chief, employer, educator, property owner and more. The government’s expressive choices can be servant of, or a threat to, democracy.

In my work, I explore not only the constitutional value of the government’s speech, but also the constitutional harm that its speech sometimes inflicts. I’m thinking, for example, about governmental lies that deprive their targets of liberty in violation of the due process clause, hateful speech by the government that offends equal protection values, or the government’s threats that silence its critics and thus frustrate free speech values.

**5. Your study also includes First Amendment topics. What themes have you researched?**

I’ve written a lot on the First Amendment implications of the government’s efforts to regulate lies and other forms of deception by nongovernmental speakers. I think lies are so interesting because they’re commonplace, diverse and complicated – and often so very human. They are told for a wide variety of reasons by many different speakers to a broad range of audiences. This creates challenging questions when we try to explain when and why the First Amendment protects some lies from government regulation, and when and why other lies are sufficiently harmful to permit the government to punish them.

Relatedly, I’m interested in how we think through the problems that arise when constitutional rights and values are in tension. Examples are situations where we feel forced to choose between the equality interests of some and the speech interests of others. Or where we have to choose between speakers’ and listeners’ First Amendment interests, as is the case when listeners want a speaker to disclose certain matters, but the speaker prefers to remain silent – or where a speaker wants to address certain listeners, but the listeners would prefer to be left alone.

[Private support for CU reaches record high of \\$440.4 million](#)<sup>[18]</sup>

Continuing an unprecedented run of philanthropic growth, the University of Colorado for the ninth consecutive year saw a record-breaking total of private contributions: \$440.4 million.

The preliminary figure for the 2017-18 fiscal year marks an increase of \$54.1 million over the previous annual total.

“We are extremely grateful to our donors, whose generosity helps us change lives and improve our state and nation through scholarships, endowments and research projects,” said CU President Bruce D. Benson. “I also appreciate the collaborative effort inside the university to reach this milestone. Private support at CU has more than tripled in a decade, and that’s due to great work by our stellar faculty. They had great support from our outstanding advancement

staff, the CU Foundation and thousands of people on our campuses.”

The total includes funds given through both the university and the University of Colorado Foundation, which is the primary portal for philanthropic giving to CU. Some 54,400 donors – individuals, foundations and corporations – made 72,370 gifts to support student scholarships, facilities, research and more across the university.

Here are the 2017-18 totals by campus, with examples of the impact of private support across CU (campus totals don't include an additional \$882,850 given to the CU system and CU Foundation):

**University of Colorado Anschutz Medical Campus:** \$253.8 million.

Gifts from longtime philanthropic partner Sue Anschutz-Rodgers named the Sue Anschutz-Rodgers Eye Center program to create innovations in ophthalmology. This includes advancing ocular stem cell research for sight restoration, speeding the development of new therapies and devices, and growing the center's clinical care network throughout Colorado and the Rocky Mountain region. **University of Colorado Boulder:** \$147.8 million.

A \$2.47 million gift commitment from Cindy Scripps through the Scripps Howard Foundation will build on the successes of the Ted Scripps Fellowships in Environmental Journalism at the College of Media, Communication and Information and ensure the competitiveness and visibility of the program moving forward. The Scripps Fellowships give five exceptional journalists an opportunity to deepen their knowledge of environmental issues and report on topics of their choosing during a nine-month residency. The program is run by CMCI's Center for Environmental Journalism. This gift will allow for a 25 percent stipend increase, investment in new technology of benefit to the fellows as well as students, and an opportunity for CMCI students to be involved with the Scripps Fellows' work as research assistants. [Read more in CU Boulder Today.](#)[19]**University of Colorado Denver:** \$21.1 million.

A \$10 million gift established the campus's first named building, the Lola & Rob Salazar Student Wellness Center, which recently opened. The 85,000-square-foot facility features a climbing wall, three-court gymnasium, six-lane pool and other amenities. It's designed to promote comprehensive health and wellness by addressing students' social, physical, emotional and spiritual well-being. **University of Colorado Colorado Springs:** \$16.8 million.

Donors contributed more than \$12 million in gifts and commitments to support student scholarships, strengthened by three endowments and a bequest established by Jane Dillon, a passionate UCCS supporter and volunteer. Student success and access to higher education are two priorities for Chancellor Venkat Reddy, who is in his first full year leading the campus.

[Buechner's leadership made impact at CU and in local government](#)[20]

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John C. Buechner, Ph.D., president of the University of Colorado 1995-2000, died July 28, 2018. He was 83.

[A celebration of his life](#)[22] is scheduled for 1:30 p.m. Friday, Aug. 10, at the First Presbyterian Church in Boulder.

Before being named CU's 18th president in November 1995, Buechner served as chancellor of the University of Colorado Denver, beginning in 1988.

His CU career took root in 1963 at CU Boulder, as a faculty member in the Department of Political Science, where he specialized in municipal government and local politics. He was director of institutional relations in the late '70s.

“John Buechner was a longtime friend who made a significant impact on the University of Colorado, our communities and our state,” said CU President Bruce D. Benson. “He had an abiding love for CU and made his mark on the university in many ways – as CU president, CU Denver chancellor and faculty member, and CU Boulder faculty member and administrator. He was also a dedicated public servant as a mayor, city council member and state legislator.”

In extending his leadership beyond CU, Buechner most recently served on the Lafayette City Council, to which he was appointed in 2010. He also worked at the Capitol as a member of the Colorado House of Representatives, 1972-74; was mayor of Boulder, 1970-71; and a member of the Boulder City Council, 1967-76. Buechner also belonged to numerous community and civic organizations.

Buechner stepped down as CU president at the end of the 2000 academic year.

In March 2000, Buechner received a gubernatorial appointment to become president of the newly formed Colorado Institute of Technology. He was an elected fellow of the National Academy of Public Administration.

He authored four books and co-authored two others; he also wrote numerous monographs and articles on a number of topics relating to leadership, public administration and politics.

Buechner earned his MPA and a Ph.D. in political science from the University of Michigan; his bachelor's in political science from the College of Wooster in Ohio.

Contributions may be made to National Jewish Hospital, 1400 Jackson St., Denver CO 80206; Attn: Clinical Research and Science Re: Lung Cancer, in memory of Dr. John C. Buechner.

[Click here](#)<sup>[23]</sup> for a statement from the family of CU President Emeritus John Buechner.

[Click here](#)<sup>[24]</sup> for more from CU Boulder Today, including a statement from CU Boulder Chancellor Phil DiStefano.

[Tenure list: August 2018](#)<sup>[25]</sup>

The CU Board of Regents on Wednesday approved 16 awards and appointments of tenure.

**CU Boulder**

Effective Aug. 20, 2018, unless otherwise noted.

[Appointments with Tenure \(11\)](#)<sup>[26]</sup>

Robin Burke, Information Science, College of Media, Communication and Information, effective Jan. 7, 2019 Karl Hill, Psychology and Neuroscience, College of Arts and Sciences Robert Hill, College of Music Suzette Malveaux, School of Law Michael McGehee, Chemical and Biological Engineering, College of Engineering and Applied Science Teri Rueb, Critical Media Practices, College of Media, Communication and Information Robert Schnabel, Computer Science, College of Engineering and Applied Science Hanna Shell, Art and Art History / Cinema Studies and Moving Image Arts, College of Arts and Sciences Krishnamurthy Sriramesh, Advertising, Public Relations and Media Design, College of Media, Communication and Information Burton St. John, Advertising, Public Relations and Media Design, College of Media, Communication and Information Susan Thomas, College of Music

[Award of Tenure \(1\)](#)<sup>[27]</sup>

Shaun Kane, Computer Science, College of Engineering and Applied Science **CU Colorado Springs**

Effective Aug. 15, 2018

[Appointment with Tenure \(1\)](#)<sup>[28]</sup>

Jessi L. Smith, Department of Psychology, College of Letters, Arts, and Sciences **CU Anschutz Medical Campus**

Effective Aug. 8, 2018

[Appointments with Tenure \(2\)](#)<sup>[29]</sup>

Melanie Koenigshoff, Medicine, School of Medicine Elias Provencio-Vasquez, College of Nursing

[Award of Tenure \(1\)](#)<sup>[30]</sup>

Oliver Eickelberg, Medicine, School of Medicine

[Employees, supervisors must certify annual leave by Aug. 27](#)<sup>[31]</sup>

Each year, per [Board of Regents Policy 11-E](#)<sup>[32]</sup>, the University of Colorado asks employees to verify the accuracy of

their sick and vacation leave in the [employee portal](#)[33].

### **Get started**

Download this [step-by-step guide](#)[34] on certifying leave. The first page guides you through directions to certify your leave in the portal.

### **Troubleshooting tips**

If you believe your leave tallies are inaccurate, check your Leave Certification balance against figures in My Leave: Set your My Leave calendar to **July 2018**. Review figures in the **Usable Balance** column. Compare My Leave's **Usable Balance** figures with the Annual Leave Certification's **Ending Balance** column. If these figures match, you can certify your leave. **Annual Leave Certification (click to enlarge)**[35]  
My Leave Balance (click to enlarge) [36]

**If your balances do not match or you have questions before certifying your leave, please contact your department's payroll liaison for assistance.**

[Top 5 reasons to volunteer for Fall Welcome](#) [37]

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[Smith returns to alma mater as associate vice chancellor of research](#) [42]

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[In memoriam: Karen Lynn Gibson](#) [45]

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Karen Lynn Gibson, former staff member at CU Boulder, died July 16, 2018, at her home in Louisville. She was 73.

Gibson worked at CU for 26 years, retiring in 2007. She worked in the Housing Department in the dorm office. She was then secretary for the Housing Maintenance Department and was promoted into the Housing Finance Office as supervisor of the cashier's office.

She was born Jan. 23, 1945, in Longmont to Hugh David Gibson and Violet Marion Lentz Gibson. She graduated from Fairview High School in 1963 and Wheatridge Beauty School in 1964. She married William Kennedy in 1965 (divorced) and had two children. She married Leo Hogan in 1986 (divorced).

She was raised on a farm/ranch near Lafayette and worked with horses and cattle most of her life. In her youth, she competed in rodeo and gymkhana. She worked as a hairdresser for many years and served as a foster mother. She was active in 4-H for 10 years and served as 4-H leader in Colorado Springs with the Kit Carson Little Ranchers 4-H Club.

Gibson was incredibly dedicated to her children and grandchildren; they were her life. She was also a gifted quilter, making many, many quilts for family, friends, and future generations. She loved horses, sewing, music, genealogy, and ceramics. She was an avid reader and played the piano. She researched and wrote an 800-page family history that covered hundreds of years and included more than 1,000 photos; she published the book/website in 2018 (<https://gibsonfamilystory.wordpress.com/> [47]).

But mostly, she enjoyed her grandchildren and was thrilled to have great-grandchildren. One of her favorite things was to have the kids over to make popcorn and watch old westerns, Longmire, or a good detective show. She loved the company of her cats.

She is survived by her daughter, Kim Kennedy White and her husband, Arlo White of Broomfield, CO; Jim Kennedy and his wife, Ashley Kennedy of Honolulu, HI; six grandchildren, Eamon White, Alison White, Cameron Kennedy, Kyle Kennedy, Christina Kennedy, and Chayce Kennedy; two great-grandchildren, Quinn Kennedy and Calvin Kennedy; and Gary Gibson and his wife Mary Lou Gibson. She has many nieces, nephews, cousins – just a big loving family.

She was preceded in death by her parents, Hugh and Violet Gibson, and her brothers, Jack Gibson and David Gibson.

She was truly one of a kind who loved the outdoors, nature, and the beauty of Boulder County. She will be missed by so many.

Memorial services were July 22 at Crist Mortuary, Boulder. In lieu of flowers, please consider donating in her name to the charity of your choice.

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## Links

[1] <https://connections.cu.edu/stories/what-you-need-know-take-paid-parental-leave> [2]

<https://www.colorado.edu/policies/paid-parental-leave> [3] <https://www.uccs.edu/hr/parental-leave> [4] <http://www.ucdenve>

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[r.edu/about/departments/HR/Documents/ParentalLeaveforTwelveMonthFacultyandUniversityStaffCampusPolicy.pdf\[5\]](#)

[6] <https://www.cu.edu/ope/aps/5019>[7] <https://www.colorado.edu/hr/>[8] <https://www.uccs.edu/hr/>[9] <mailto:hrhelp@uccs.edu>[10] <http://www.ucdenver.edu/about/departments/HR/Pages/default.aspx>[11] <mailto:HR.ParentalLeave@ucdenver.edu>[12] <mailto:systemhr@cu.edu>[13] <https://connections.cu.edu/spotlights/five-questions-helen-norton>[14] [https://connections.cu.edu/sites/default/files/norton\\_01.jpg](https://connections.cu.edu/sites/default/files/norton_01.jpg)[15] <https://www.colorado.edu/law/>[16] <https://www.cu.edu/ptsp>[17] [https://connections.cu.edu/sites/default/files/norton\\_02.jpg](https://connections.cu.edu/sites/default/files/norton_02.jpg)[18] <https://connections.cu.edu/stories/private-support-cu-reaches-record-high-4404-million>[19] <https://www.colorado.edu/today/2018/08/01/donors-give-record-1478-million-support-students-and-research-leave-lasting-legacy>[20] <https://connections.cu.edu/stories/buechner-s-leadership-made-impact-cu-and-local-government>[21] [https://connections.cu.edu/sites/default/files/buechner\\_feat.jpg](https://connections.cu.edu/sites/default/files/buechner_feat.jpg)[22] <https://obitree.com/obituary/us/colorado/broomfield/rundus-funeral-home/john-buechner/3576710/index.php>[23] <https://www.cu.edu/article/statement-john-buechners-family>[24] <https://www.colorado.edu/today/2018/07/28/former-faculty-member-cu-president-john-buechner-passes-away>[25] <https://connections.cu.edu/stories/tenure-list-august-2018>[26] <http://www.boarddocs.com/co/cu/Board.nsf/goto?open&id=B2722P6A91B2>[27] <http://www.boarddocs.com/co/cu/Board.nsf/goto?open&id=B26W2H6A2B3F>[28] <http://www.boarddocs.com/co/cu/Board.nsf/goto?open&id=B2SPFY5CF3D6>[29] <http://www.boarddocs.com/co/cu/Board.nsf/goto?open&id=B2USW66E36B3>[30] <http://www.boarddocs.com/co/cu/Board.nsf/goto?open&id=B2UTS37467F9>[31] <https://connections.cu.edu/stories/employees-supervisors-must-certify-annual-leave-aug-27>[32] <https://www.cu.edu/regents/policy-11e-leave-policies-officers-exempt-professionals-and-faculty>[33] <https://my.cu.edu/>[34] <https://www.cu.edu/docs/sbs-annual-leave-certification-employees-and-supervisors>[35] [https://connections.cu.edu/sites/default/files/leave-certify\\_01.png](https://connections.cu.edu/sites/default/files/leave-certify_01.png)[36] [https://connections.cu.edu/sites/default/files/leave-certify\\_02.png](https://connections.cu.edu/sites/default/files/leave-certify_02.png)[37] <https://connections.cu.edu/stories/top-5-reasons-volunteer-fall-welcome>[38] <https://connections.cu.edu/stories/opencon-boulder-registration-open>[39] <https://connections.cu.edu/stories/legislators-business-leaders-visit-campus>[40] <https://connections.cu.edu/stories/engineering-cleaner-rivers>[41] <https://connections.cu.edu/stories/lifestyle-makeover-wellness-center-study-fuels-transformation>[42] <https://connections.cu.edu/people/smith-returns-alma-mater-associate-vice-chancellor-research>[43] <https://connections.cu.edu/people/kauerz-joins-school-education>[44] <https://connections.cu.edu/people/sirangelo-join-cu-boulder-engineering>[45] <https://connections.cu.edu/people/memori-am-karen-lynn-gibson>[46] [https://connections.cu.edu/sites/default/files/p\\_gibson.jpg](https://connections.cu.edu/sites/default/files/p_gibson.jpg)[47] <https://gibsonfamilystory.wordpress.com/>