Getting to the heart of women's health[1]
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Women are complex, especially when it comes to health care, and an upcoming conference will focus on the necessity of a multi-disciplinary approach to keep females healthy and active.

"Women in Sports Medicine: Dancing Through the Ages" will examine the importance of exercise, how it contributes to both physical and mental health, and how health-care providers can work together to ensure women remain active throughout their lives.

The conference, sponsored by University of Colorado Sports Medicine and Medical Educational Resources, will be Feb. 24 at the Stadium Club at CU Boulder's Folsom Field. It is open to anyone but is geared toward those who play a role in women's health. For registration information and a full agenda, visit https://www.regonline.com/builder/site/Default.aspx?EventID=2066682[4]
[5]

"(Conference topics) hit at every stage in a woman's life, from the time we are kids through old age. We have patients who are 80 and 90 who are still busy and grooving," said Sherrie Ballantine-Talmadge, a doctor of osteopathic medicine at CU Sports Medicine and Performance Center in Boulder and an assistant professor of orthopedics.

It's no coincidence that the conference is scheduled in February, which has been designated as American Hearth Month by the American Heart Association, said Ballantine-Talmadge.

"We know women die of breast cancer, but we forget that more women die of heart disease than breast cancer. We want to bring more awareness to the idea that exercise is medicine."

She hopes the conference becomes an annual event and helps highlight some of the treatments and research being conducted at the center, which opened in 2015. Ballantine-Talmadge said she also hopes to grow relationships with other entities that have a vested interest in helping girls move.

Topics at the conference include innovate techniques to preserve cartilage; anterior cruciate ligament (ACL) injuries, which are more prevalent in women; overuse injuries in youth sports; exercise during pregnancy; and barriers to exercise.

Ann McNamara, physical therapy director at the Performance Center, will discuss concussions and how the injury differs for women.

The center treats many athletes who have suffered concussions and are working to get back into their sport, what is termed "return to play" and is governed by a set of international guidelines. Ballantine-Talmadge said a pool at the center is being used to help athletes rehab from concussive injuries.

"We have found there are differences in the way certain athletes have more prolonged concussive symptoms. These athletes are downhill skiers, half-pipers, figure skaters, dancers, divers, gymnasts and hockey players," Ballantine-Talmadge said. "The difference is that these people move very fast and turn and have been doing it for years. The weirdness of the way they are in space, their eyes and balance, make the way they respond to concussion different from a basketball player or a football player."

The pool becomes a zero-gravity experience for the recovering athlete.

"Take a cheerleader who gets thrown in the air and flips and someone misses catching her, and she gets a concussion. We can use the pool to get her to flip and rotate again in a safe place and we try to re-create her symptoms or have her get comfortable (with the moves again)," said Ballantine-Talmadge. "I don't know of any other place in the country that is doing sports-specific rehab using a pool. It has really helped some of these athletes get back to their sports at 100 percent."

The keynote speaker at the conference will be Carrie Jaworski, the director of the Division of Primary Care Sports Medicine for NorthShore Orthopaedic Institute in Illinois. She will discuss "Exercise is Medicine," a "global health initiative managed by the American College of Sports Medicine (ACSM) that encourages primary-care physicians and other health-care providers to include exercise when designing treatment plans for patients."

Some of her talk will focus on how the concept can be implemented in medical practices and how physicians can apply the guidelines.

"Some of this really is about debunking the idea of simply giving people blood pressure or other medications, and, instead, figuring out the barriers to keeping people exercising," Ballantine-Talmadge said.

"Just as women are very complex in all stages of life, the way we take care of them also is very complex. I can't take care of a woman by myself," she said. "I need other people to do different things than I do to help keep women healthy and active in all the stages of her life."

Regents discuss working relationships, presidential search process at winter retreat[6]

At its mid-winter retreat late last week in Colorado Springs, the University of Colorado Board of Regents sought ways to improve how it operates as a board and governs the university, in addition to discussing how it would go about presidential searches.

The board commissioned a study by the National Center for Higher Education Management Systems to review its reporting relationships and decision-making authority. It heard from the study's authors, NCHEMS Senior Fellow Aims McGuinness and President Emeritus Dennis Jones, who reviewed the board's guiding documents and interviewed board members, President Bruce Benson, system administration vice presidents, campus chancellors and other key campus administrators.

McGuinness said they set out to provide guidelines to help the regents and the senior administration as they discuss roles, clarify their obligations and responsibilities, and prepare for future transitions.

"The question is, how do you clarify roles within your system," McGuinness said.

He suggested the board and administration needs to recognize that the role and mission of system administration is distinct from the role and mission of each campus, but that there is a complementary relationship. Still, he warned against dangers of regents reaching too far down into the organization.

NCHEMS recommended finding clarity around the system's mission, goals and priorities to provide a framework for distinctive campus missions, goals and priorities.

"It is at the campuses, not the system, where the core missions of education, research and service take place," according to the NCHEMS report.

"How do you get clarity of institutional roles within your system," McGuinness asked the board and administration.

The report recommends that the Board of Regents be more future-focused, rather than being reactive and solely addressing operational concerns. "The regents need to agree upon and remain focused on a limited number of strategic priorities," according to the report.

However, the task does not fall to regents alone. Priorities should "take into consideration the major external and internal risks and opportunities facing the system and the campuses. In developing these strategic priorities, however, the regents should not operate autonomously either as individual regents or as a board and should both gain input from

and align their discussion with the senior system and campus leadership."

McGuinness and Jones also addressed relationships among board members, as well as those with the president and other administrators.

"The system and president and board must add value," McGuinness said. "There has to be a process where the president and administration are working with you."

NCHEMS also addressed relationships and how they may hinder effectiveness and urged greater focus on a big-picture level and less on issues that may be important to a single regent or two.

Developing a consensus on priorities will help avoid the issue and lead to effective policy implementation.

The regents and administration spent the better part of the second day of the retreat discussing how best to conduct a presidential search. While recognizing that Benson has no plans to depart soon, the board agreed it is prudent to conduct as much of the groundwork as possible for the inevitable presidential search. Benson also encouraged the board.

He played an active role in the discussion at the request of the board, providing some insight into his job.

"This is a massive operation to run," Benson said. "It's a complex organization. You better be ready to delegate and you better have thick skin."

He said the board would be well-served by finding someone from Colorado who has a familiarity with the state, its legislature and higher education landscape.

Much of the discussion centered on the role and composition of a search committee. Its makeup is proscribed in Regent Law and Policy, but the board also has latitude in who is on the committee. A regent must chair it.

Some of the discussion was how many regents should be on the search committee, with some advocating more regents while others urged letting a committee fulfill its advisory function. As it stands, the committee will recommend a number of candidates to the full board, which will determine how many it wants to interview and ultimately, bring to campuses.

As a parting comment to the board, McGuinness of NCHEMS suggested that the board will be under pressure to find someone who more appropriately fits the profile of a chancellor of an AAU campus. He suggested that the job of a system president is different and distinct from that of a campus leader, particularly at CU. He said the board should consider someone with the ability to work with legislators and donors, as well as the skills, experience and abilities to manage a complex, multibillion-dollar enterprise.

'Early Career Scientist Day' brings statewide researchers together [7]

New international employees must schedule tax appointment[8]

The International Tax Office in Employee Services strives to be a valuable touchpoint for international employees[9] throughout their CU careers – and that all begins with an International Tax Appointment[10].

Who should meet with an International Tax Specialist?

The University of Colorado requires all new international employees – student employees, staff, faculty members and researchers – and foreign stipend recipients to meet with an International Tax Specialist.

Important reminders:
Scholarship and stipend payments made to international students may be subject to U.S. income tax. By March 15, 1042-S forms[11] will be sent to the employee's mailing address that was on file in the portal on Jan. 12, 2018.
During the appointment, a specialist will explain the tax rules that apply to the employee, determine and document their U.S. tax residency status, clarify personal tax filing requirements and help them complete related tax forms.

To prepare for an appointment, employees should:
Bring passport, I-94, and immigration documents (I-20, DS-2019, H1B approval, etc.). A Social Security number is not required for the appointment, but if one has been issued it should also be brought to the appointment. Plan to review their entire history of presence in the United States, including previous visits in different immigration statuses. The U.S. Department of Homeland Security maintains an online travel history with arrivals and departures for the past five years. Employees can access their travel history here.[12]
They should leave their appointment with an understanding of their U.S. tax residency status and personal responsibilities as a U.S. taxpayer.

It's best if employees schedule an appointment as soon as they are hired at CU, and ideally before they receive their first paycheck, to avoid errors in their pay. However, these appointments fill fast, and it can take between two weeks to four weeks before they become available.

If a new international employee cannot schedule an appointment before they receive their first paycheck, delayed appointment availability will not affect their ability to begin working or negatively affect their pay. (Employee Services will retroactively adjust their pay, when necessary, to ensure it is taxed correctly.)

To book an appointment, click here[10]. To learn more, visit the Employee Services' international employee webpage [9].

Incoming journalists are tech savvy but lack 'the basics'[13]

New business filings continue to rise in Q4 2017, pointing to job growth[14]

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Barry named one of 10 finalists for Women's Basketball Hall of Fame [20]

Vemulakonda receives Rising Star Award[21]
[22]

Vijaya Vemulakonda, associate professor of surgery, School of Medicine, has received the American Urological Association Rising Star Award, which is given to only two urologists each year.

The award provides up to five years of supplemental salary support to urologists who have successfully competed for career development awards from the National Institutes of Health or other major funding organization. The awards ensure that the salary compensation for those committed to careers in urologic research remains competitive with that of their clinical urology peers.

The program encourages recipients to contribute to urology as both surgical specialists and scientists investigating causes, prevention, treatment and cures that will improve patients' lives.

Links
[1] https://connections.cu.edu/spotlights/getting-heart-women-s-health[2]
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