Policy on workplace bullying now in effect[1]
[2]

A workplace bullying policy that governance groups called for in recent years has been adopted by university administration.

The approval of APS5059-Workplace Bullying[3], which took effect on June 1, 2019, was announced by the Office of Policy and Efficiency (OPE).

The systemwide Staff Council and Faculty Council began calls for such a policy[4] in order to foster a climate where workplace bullying is discouraged, and to inform employees that any incident can be subject to discipline.

As adopted, the policy prohibits all forms of abusive workplace behavior, including conduct that is threatening, humiliating or intimidating, as well as work sabotage and any related retaliation.

The policy was reviewed by the campus chancellors and approved by then-President Bruce Benson at the May 30, 2019, TEAM Meeting.

Tamara Terzian, chair of the Faculty Council's Personnel and Benefits Committee, helped lead an effort to develop the policy, involving a task force and working with administration.

"I feel this sends a clear message to all faculty, staff and hopefully students that we value having a good workplace environment," Terzian said. "We are committed to creating an environment where everybody is included. We work hard to achieve our individual and community goals."

Terzian thanked Jeremy Hueth, University Counsel managing associate, for his work in developing the policy. Early in the process[5], he noted the challenges in developing such a policy, which walks a fine line of regulating conduct – the encouragement of collegiality and discouragement of emotional or psychological abuse in the workplace – without conflicting with academic freedom and freedom of speech.

Terzian said her committee believed it was important to define workplace bullying in policy.

"How can people distinguish between harassment and bullying if you don't define it? This policy defines it, names it," she said.

For additional information on system policies, go to: http://www.cu.edu/ope[6].

Two CU Boulder educators join ranks of President's Teaching Scholars[7]

Two University of Colorado faculty members have been named President's Teaching Scholars.[8] who are recognized for expertly performing teaching and research work.

The title signifies recognition of excellence in and commitment to learning and teaching, as well as active, substantial contributions to scholarly work. CU President Bruce D. Benson solicited annual nominations of faculty across the four campuses for the designation, which is a lifetime appointment.

The 2019 President's Teaching Scholar designees are:

Angela Bielefeldt, Ph.D., professor, Department of Civil, Environmental and Architectural Engineering, University of Colorado Boulder

Suzanne Magnanini, Ph.D., associate professor, Department of French and Italian, CU Boulder

Angela Bielefeldt teaches undergraduate and graduate courses for civil and environmental engineering students. Her research focuses on engineering education and the Scholarship of Teaching and Learning, including such topics as engineering ethics, social responsibility, sustainability, service-learning, leadership and diversity. At CU since 1996, she is a member of the American Society of Civil Engineers Body of Knowledge 3 Task Committee and the American Association for the Advancement of Science Committee on Scientific Freedom and Responsibility. Earlier this year she became a Fellow of the American Society for Engineering Education; as of July 1, she is director of the Engineering Plus program at CU Boulder.

“I view my teaching as a lifelong journey,” Bielefeldt said. “My aspirations for my students are that they hold on to their joy and excitement for learning. This attitude will form a foundation for their lifetime growth.”

Suzanne Magnanini specializes in Renaissance and Baroque Literature, with particular interests in fairy tales, gender issues, and the translation and editing of early modern texts. She is currently working on a book that examines how diverse forms of censorship shaped the fairy tale tradition in early modern Italy. Her conversational approach to teaching emphasizes experiential, collaborative and task-oriented learning. At CU since 2000, she was a CU Center for the Humanities and the Arts Faculty Fellow in 2015.

“I aspire to become – and to inspire my students to become – radical trespassers who are eager to cross disciplinary boundaries in order to collaborate with faculty and their peers on projects that will challenge their skills and assumptions as humanists,” she said.

Buried in unmarked graves, Leadville’s Irish miners now have a voice [9]

President Kennedy hits ground running at four campuses[10]
[11]
[12]

President Mark Kennedy spent his first day on the job visiting the four University of Colorado campuses, where he and his wife, Debbie, explored some of the best and brightest enterprises across the system.

“While I’ve been interested to read books about CU’s storied history and visit university websites, there’s no substitute for hearing from people like you about your perspective on CU,” Kennedy wrote in his first communication to the CU community. “I look forward to meeting and hearing from as many of you as possible in the coming months and beyond.”

Kennedy is taking part in this week’s Board of Regents retreat[13] in Tabernash.

Read more[14] about his visit to CU Boulder here[14].

Read more[15] about his visit to UCCS here[15].
[16]

[17]

Heritage Society recognizes planned gift donors, honors President Benson's retirement[18]

Three systemwide policy changes took effect July 1[19]

The Office of Policy and Efficiency (OPE) has announced changes to three administrative policy statements (one revision, two new) from the academic/research and finance areas. They took effect July 1, 2019:

Revisions
4058-Budget and Net Position Internal Reporting[20]
New
1044-Faculty Consulting and External Professional Activities[21]1045-Transfer of a Tenured Appointment[22]
These policy actions were reviewed by the campus chancellors and approved by then-President Bruce Benson at the May 30, 2019, TEAM Meeting.

For additional information on system policies, go to: http://www.cu.edu/ope[6].

Workshop to train professionals in gender-inclusive communication[23]

A new workshop being launched by faculty from CU Boulder and the CU Anschutz Medical Campus aims to address demand for voice and communication training for people on the gender spectrum.

Bolstered by funding from a systemwide Diversity and Inclusive Excellence Grant[24], the two-day Gender-Inclusive Voice and Communication Workshop[25] is set for Aug. 3-4 at CU Anschutz. It's designed for voice teachers and coaches, speech-language pathologists and other professionals who support the care of people who identify as transgender or non-binary.

The Departments of Otolaryngology (CU Anschutz) and Speech, Language and Hearing Sciences (CU Boulder) are co-hosting the workshop.

Marie Jetté, assistant professor in the Department of Otolaryngology, and Jen Walentas Lewon, clinical assistant professor in the Department of Speech, Language and Hearing Sciences, both are clinician-educators who serve the needs of trainee clinicians, patients and clients across the gender spectrum. They say co-hosting this workshop will lay inroads for future collaborations across campuses.

Jetté said that as insurance providers increasingly offer coverage for such services, demand for speech therapy for people transitioning to different genders is growing.

"For example, you might have someone born male who transitions to female gender identity later in life, and their voice style doesn't match their gender identity," Jetté said. "Therapy can address voice and communication styles. We train and teach people how to use the anatomy and physiology they have to alter their communication style."

?The faculty speakers at the workshop, Kevin Dorman and ?Wendy Vastine, both are on the gender spectrum, Jetté noted.

The workshop's learning objectives are:
Discuss terminology, best practices and allyship for working with transgender or non-binary clients Describe transition options for transgender or non-binary clients Outline techniques for voice and communication training, including pitch, resonance, articulation, rate, volume, language and non-verbal communication Demonstrate voice and communication techniques for pitch, resonance, articulation, rate, volume, language and non-verbal communication.
To register for the conference and for more information, click here[26].

LinkedIn Learning coming to CU in September[27]

The online learning and professional development platform used by University of Colorado faculty and staff will upgrade in September when Lynda.com becomes LinkedIn Learning.

LinkedIn Learning retains popular Lynda.com features while delivering a more personalized learning experience. These upgrades will help faculty and staff learn new skills or refine current skills with greater ease. Despite the name change, all employees still will be able to connect to professional growth opportunities through their employee portal, my.cu.edu [28].

Faculty will be able to share courses and resources with CU students, as the upgrade extends LinkedIn Learning access to students on all campuses. Supervisors will be able to create and share learning paths to promote employee learning.

"LinkedIn Learning allows our employees and students to move beyond professional development to career development and planning," said Janet Lowe, director of learning and development at Employee Services. "Using the networking capability of LinkedIn with the enhanced learning of LinkedIn Learning is a great benefit to all."

LinkedIn Learning offers a more intuitive interface and more content recommendations while retaining Lynda.com's ever-growing, 10,000-plus-item course library, transcripts and exercise files. Whether you want to understand Microsoft Excel basics or master the fundamentals of project management, LinkedIn Learning has the resources you need.

The upgrade also gives you the option to connect your CU LinkedIn Learning account to your personal profile on LinkedIn, a career-networking platform. If you choose to link your accounts, it will provide a more personalized experience, with specialized course recommendations based on job title, skills and industry. You'll receive digital course completions badges that can be added to your profiles as well as ways to discover relevant learning content through your LinkedIn feed. Set up your LinkedIn profile by following these instructions[29].

For news and updates, please visit our LinkedIn Learning page[30]. If you have questions about the upgrade, email system.training@cu.edu[31].

The air up there: CU team deploys multiple drones in tornado study[32]

New season of Mini Law School addresses impact of law on daily life [33]

Photo feature: Hybl Center construction – June 2019 [34]

CU Denver is part of new initiative to advance teacher and principal preparation[35]

"Women in STEM" symposium tackles tough issues[36]

FDA sabbatical: Moving pharmaceuticals from marketing to risk management [37]

Rey wins Blavatnik Award[38]

Haverly garners prestigious honor[39]

Steffes earns Employee of the Quarter nod[40]

Smith named senior associate dean for administration and finance at School of Medicine [41]

Links
[1] https://connections.cu.edu/stories/policy-workplace-bullying-now-effect[2] https://connections.cu.edu/sites/default/files/antibully_feat.jpg[3] https://www.cu.edu/ope/aps/5059[4] https://connections.cu.edu/stories/staff-council-calls-anti-bullying-policy[5] https://connections.cu.edu/stories/anti-bullying-policy-earns-preliminary-approval-faculty-council[6] http://www.cu.edu/ope[7] https://connections.cu.edu/stories/two-cu-boulder-educators-join-ranks-president-s-teaching-scholars[8] https://www.cu.edu/ptsp[9] https://connections.cu.edu/spotlights/buried-unmarked-graves-leadville-s-irish-miners-now-have-voice[10] https://connections.cu.edu/stories/president-kennedy-hits-ground-running-four-campuses[11] https://connections.cu.edu/sites/default/files/mk-visit_top.jpg[12] https://connections.cu.edu/sites/default/files/mk-visit_cybersecurity.jpg[13] https://go.boarddocs.com/co/cu/Board.nsf/Public[14] https://www.colorado.edu/today/2019/07/01/new-cu-president-visits-all-four-campuses-immerses-space-research-cu-boulder[15] http://communique.uccs.edu/?p=113361[16] https://connections.cu.edu/sites/default/files/mk-visit_amc_bio.jpg[17] https://connections.cu.edu/sites/default/files/mk-visit_lasp.jpg[18] https://connections.cu.edu/stories/heritage-society-

recognizes-planned-gift-donors-honors-president-benson-s-retirement[19] https://connections.cu.edu/stories/three-systemwide-policy-changes-took-effect-july-1-0[20] https://www.cu.edu/ope/aps/4058[21]
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https://connections.cu.edu/stories/workshop-train-professionals-gender-inclusive-communication[24]
https://www.cu.edu/oaa/grants/diversity-inclusive-excellence-grant[25] http://www.ucdenver.edu/academics/colleges/medicalschool/departments/Otolaryngology/newsevents/otoevents/Pages/Gender-Inclusive-Voice-and-Communication.aspx?utm_source=CUAT-Fri-May-24-2019&utm_medium=email&utm_campaign=CUAnschutzToday&utm_content=Gender-Inclusive-Voice-and-Communication-Workshop[26] https://www.eventbrite.com/e/gender-inclusive-voice-and-communication-workshop-tickets-58397929780[27] https://connections.cu.edu/stories/linkedin-learning-coming-cu-september[28] https://my.cu.edu/[29] https://www.linkedin.com/help/linkedin/topics/6042/6043[30]
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