Faculty Council has second thoughts about severance pay language[1]

A month after the systemwide Faculty Council provided suggested changes to language in a Board of Regents policy regarding severance pay for dismissed faculty, objections from campus faculty assemblies prompted the Faculty Council to pass a motion asking the regents to delay a decision "until further review."

The Board of Regents is expected to address the issue at its April 7-8 meeting on the Anschutz Medical Campus. Council members had expected the board to take action at the Feb. 22 meeting, which is why the council had voted on the language at its Feb. 17 meeting.

Current Board of Regents policy states "teachers on continuous appointment who are dismissed for reasons not involving moral turpitude should receive their salaries for at least a year from the date of notification of dismissal whether or not they are continued in their duties at the institution ..."

The regents have considered eliminating that portion of the policy.

The Faculty Council Educational Policies and University Standards (EPUS) Committee recommended changing the current language to: "The faculty panel on Privilege and Tenure may recommend, in consideration of mitigating circumstances, that the CU Regents vote affirmatively to give one year of severance pay to the faculty member dismissed for cause ... "

But campus faculty assemblies decided such language ceded too much ground, prompting an executive committee motion introduced at the Thursday, March 17, meeting of the Faculty Council at 1800 Grant St.:

"Following input from the faculty assemblies, the Faculty Council presently requests that the Board of Regents delay any action on the Regental Policy on Severance Pay/Dismissal for Cause until further review has been performed by the Board of Regents and Faculty Council."

John Wyckoff, chair of the Downtown Denver Faculty Assembly, said his group perceived the council's language as "giving up faculty rights to a degree the assembly didn't think was a good idea. ... (So) we decided to stir the pot a little bit."

The Boulder Faculty Assembly "was concerned that the language changes from (including) something the regents must do to an option," said Chair Joe Rosse. Budget Committee Chair Bruce Neumann said the previously suggested language represented "a crack in the tenure wall," and that taking away a requirement for severance pay in cases of dismissal with grounds represents "embarking on a slippery slope."

Some council members said they felt rushed – in retrospect, unnecessarily – in giving the OK to the language at the February meeting, thus not taking enough time to gather input from campus faculty assemblies. Chair Mark Malone and EPUS Committee Chair R L Widmann noted that the council has been at work on the language for two years, and that a decision by the regents is coming soon regardless.

"The reality in this state is that people are upset about paying a year's salary to someone who has done something to violate academic standards," Widmann said. "We need to think about this and whether we want to look like what I think people would see as backtracking."

Widmann's was one of three no votes for the motion to delay action, with 12 voting yes and three abstaining.

In other business at the Faculty Council's meeting:
The council unanimously passed a motion recommending that CU administration expand the tuition waiver benefit to include eligible dependents of faculty and staff. E. Jill Pollock, senior associate vice president and chief human resources officer, said administrators have been studying the cost and logistics of implementing such an expansion.
President Bruce D. Benson spoke to the council about current issues across the university, including state funding and proposed legislation affecting CU. He said polls don't indicate public support is high enough to pass a potential ballot issue in the fall that would raise taxes in order to boost revenue that could benefit higher education. "We're trying to do

everything, but our hands are tied," he said. "People are astounded at what a great job the university does with so little resources." Pollock said she is seeking the names of any faculty members whose research has included assessing the effectiveness of health-promotion initiatives.

Schedule set for Benson's spring town hall meetings[2]

University of Colorado President Bruce D. Benson will embark on a series of town hall meetings, appearing at all four campuses during April.

The format will be similar to the town hall meetings that Benson led last fall, with an opportunity for audience questions. The focus of the sessions will be the university budget, state funding and other legislative issues affecting CU.

The schedule:
University of Colorado Colorado Springs
10 a.m. Friday, April 1, University Center, Room 302 **University of Colorado Denver**
3:30 p.m. Monday, April 11, Lawrence Street Center, 1380 Lawrence St., Second Floor Terrace Room **University of Colorado Boulder**
10 a.m. Wednesday, April 13, Old Main **Anschutz Medical Campus**
3:30 p.m. Thursday, April 21, RC2, Trivisible Room, Second Floor

Five questions for Daniel Gette[3]

Daniel Gette

Each year, the University of Colorado Boulder hosts about 150 scientific, government, state and youth conferences, and Daniel Gette knows the details of each one. The director of Conference Services, he oversees the gatherings, from the pre-planning – including online registration – to post-conference reconciliation. He also serves as a liaison for a variety of university departments, housing department units and the Boulder community. He's the university representative on the Boulder Convention and Visitors Bureau Advisory Board and manages short-term faculty/staff apartment rentals for Bear Creek Apartments.

He believes in volunteerism and helping out whenever and wherever someone needs it, says a colleague.

— Cynthia Pasquale

1. How did you come to be at CU-Boulder?

I've been at CU since January 2000, when I was hired as the assistant director of CU Conference Services. I became the director in August 2009. Earlier in my career, I was a resident assistant, a hall director and assistant director of resident life. My next position was the assistant director of the Student Union at the University of Northern Colorado, where I was responsible for the scheduling and event planning office.

The job at CU was an opportunity in my area of interest and was a perfect fit for me.

2. CU hosts about 150 conferences a year. Were there any that stand out?

Odyssey of the Mind was probably the biggest and most complicated. It also was the most fun because it united us with other departments on campus. The conference was the last week in May and Colorado's expected weather changes brought us snow. It was very exciting for the international students who had never seen snow before. They were out there with black plastic bags, filling them to take home.

[5]

3. What is your favorite part of the job, and what is the biggest challenge?

Since we are a one-stop shop, duties include everything from meeting planning on and off campus, to overseeing online registration to arranging on-campus room and board. My favorite part would be the opportunity to network and build relationships. Then there's working out all the details with the other departments on and off campus for the space needed for the different conference needs. It's challenging to be creative under limited budgets.

4. A co-worker referred to you as "Mr. Customer Service." Why have you been given that title?

In the conference service business, our goal is to create a great experience for all our guests. This can only be achieved with outstanding customer service.

5. Away from the university, what are you favorite leisure activities?

I enjoy bike riding, exercising, travel and cooking. I make annual trips to Cape Cod and Puerta Vallarta, Mexico. I also like cooking all types of food, but especially Italian. Some of my favorites are Mafia cheese bread, rum cake and creamy garlic pasta.

Young Egyptian activist to recount details of revolution[6]

A 24-year-old Egyptian activist will deliver a plenary address at this year's Conference on World Affairs (CWA).

Gigi Ibrahim was a leading organizer and activist leading up to and during the revolution. Her speech, "Inside the Egyptian Revolution," will be at 3 p.m. Thursday, April 7, in Macky Auditorium on the University of Colorado Boulder campus.

Ibrahim received international recognition though her constant Facebook and Twitter updates from inside Tahrir Square. She recently was featured on the cover of Time magazine as a member of "The Generation Changing the World," and has been the subject of numerous media segments, including on PBS's "Frontline."

After spending her childhood in Egypt, Ibrahim attended high school and college in Anaheim, Calif. In 2008, she returned to Egypt to attend the American University in Cairo, where she helped in the planning and preparation of the recent demonstrations.

All Conference on World Affairs sessions are free and open to the public, making the CWA the largest, most accessible event of its kind in the country.

The full schedule of events for the 63rd Conference on World Affairs is available atwww.colorado.edu/cwa[7].

Garcia: State's higher ed an economic driver[8]

Colorado Lt. Gov. Joe Garcia

State colleges and universities are community economic drivers that deserve to be supported, Colorado Lt. Gov. Joe Garcia told a group of business and community leaders meeting on campus March 11.

Garcia, who also serves as the executive director of the Colorado Department of Higher Education and provides education policy analysis to Gov. John Hickenlooper, spoke at an event sponsored by the Colorado Springs Economic Development Corp. Most in attendance were local business and community leaders.

Garcia, who previously held positions as president of Colorado State University-Pueblo and president of Pikes Peak Community College, knew many in the audience. The next day he served as grand marshal of the Colorado Springs St. Patrick's Day Parade.

"What is it that we have in this state? Are we serving our students?" Garcia asked. "We are fortunate here in Colorado. We have one of the most highly educated adult populations in the country if you look just at the percentage of the adult population in this state with a college degree. But we're dreadfully low – we're in the bottom half – when it comes to sending our own kids on to higher education. And we're losing ground all the time."

Intermixing personal stories, Garcia stressed that education provides both individual and collective benefit. He was raised in northern New Mexico, earned a bachelor's degree from CU-Boulder and a law degree at Harvard University, and previously served in the administration of Gov. Roy Romer.

"We are near the very bottom in terms of public support for higher education," Garcia said. "I think the only states that spend less per capita on higher education are New Hampshire and Vermont, and they provide virtually no support for their institutions of higher education. Is that what we want? I don't think any of us want that."

Garcia traced the decline of funding for higher education from $706 million three years ago to the latest recommendation of $519 million to the Joint Budget Committee of the General Assembly as indication that Colorado higher education is efficient in it's operation and should not be cut further.

Signs of new branding spring up on campus[10]

Signs of new branding spring up on campus

The new universitywide, interlocking CU logo is starting to show up in very visible locations, with much more ahead for the Denver campus and Anschutz Medical Campus.

This week, the first branded outdoor pole banners started going up on the Denver campus along Lawrence Street, including the bridge connecting the northbound and southbound lanes of Speer Boulevard over Cherry Creek. Additional signs may be spotted in the small park-like area just east of Speer adjoining the CU Denver Building at 1250 14th St.

The new signs feature key messages that reflect our mission, vision and values[12] such as:
Energizing futures Revolutionizing research Designing breakthroughs Fueling Colorado's growth
Brand Manager Jeff Exstrum says branding is more than a logo.

"It is a process," he said. "So, while the behind-the-scenes work has been in progress for quite a while, actually putting up public-facing items with our logo and other visual materials always is an evolutionary process."

In the coming weeks and months, Exstrum says even more evidence of the brand and logo in signage on both campuses will be rolled out, as well as printed materials.

Match Day lights paths to residency for School of Medicine students[13]

[14]
On a picture-perfect St. Patrick's Day, hollers and whoops of joy rose to a deafening din at Invesco Field as medical students tore through the green cellophane and into the envelopes that revealed where they will serve their residencies. March 17 was Match Day, a celebration where 140 School of Medicine fourth-year students met their "match."

While many literally leapt at the revelation, Meghan Riley celebrated quietly with her boyfriend, Vijay Kailasam, and her parents, Dianna and Jeff Riley. The good news? "I'm going to Penn State," she said with a smile. "It was one of my top choices." Riley will serve her residency in pathology. "It's been a long time!" her mother Dianna said. "She's been working on this for 24 years! Well, maybe 21 years."

Across the table, cheers, hugs and Brandon Fain's bright smile told the story. Fain, whose specialty is internal medicine, will serve his residency at his first choice, the University of Washington. He'll head there "the day I graduate!" he said. That day is May 27.

On the other side of the room, Trevor Neal slowly unfolded his envelope as his family looked on. A broad grin appeared on his face. "I'm going to North Carolina," he said with relief.

Yet, not all aimed for residencies in far-off places. "Grand Junction," exclaimed one young woman. "That was my first choice!"

[15]
While green was certainly the color of the day, this celebration couldn't be attributed to the luck o' the Irish. Years of dedication, education, study and commitment brought the outstanding students to their moment.

Match Day is a coveted ritual across the country where medical students receive their assignments all at once, typically at about 11 a.m. MDT. Students are matched with the program that will educate them further during the next three to seven years.

Prior to the grand opening, School of Medicine Dean Richard Krugman spoke to the students and their families as they fiddled with the green cellophane that held their future. "This is our second-most exciting time together," he told the crowd. "The most exciting time will come when we graduate you."

Krugman tried to pre-empt any feelings of disappointment for those whose letters might hold a destination they didn't prefer.

"You are in a career that is extremely portable," he said. "There is really nothing about this process that isn't fun, even if it's a lot of hard work."

For more on Match Day, including photos and student profiles, click here[16].

What happens when a staff member steps into the shoes of a donor?[17]

Imagine you suddenly had $1,000 to give away. What would you do?

This was the situation Liz Lenz, CU Foundation development associate, found herself in. At a recent meeting, foundation staff talked about their personal passions and how they connected with CU programs they would be inclined to support – as an exercise to help the staff relate to the mind-sets of the donors they work with.

It concluded with an exciting but daunting assignment for one of them: Give $1,000 to a University of Colorado unit of your choice, and return later to tell the 180-person staff about your experience. A drawing was held, and Lenz was randomly chosen. A former trustee donated the money for this purpose, outside the purview of the CU Foundation operating budget.

"How do people find their passion? What's their personal path to reaching a philanthropic decision?" asked CU Foundation President and CEO Wayne Hutchens. "We figured a real-life experience, told by an employee, could be a great route to talk about that."

Lenz says her decision wasn't easy. As a Boulder alumna currently serving Denver campus development efforts, she has allegiances to two CU campuses, and the CU Foundation manages nearly 4,000 funds composed of gifts toward a specific allocation at CU.

But then she had a chance meeting with Sam Cole of the Center on Domestic Violence in the School of Public Affairs.

"He said that when it comes to this issue, most people think of giving to the service providers, but they don't think of giving to the research that drives their work," Lenz said. "That was a really powerful statement for me: I hadn't thought of it that way."

Lenz's talk with Cole about the center's work particularly resonated with her. Before joining the CU Foundation in 2008, she had been a therapist working with families affected by domestic violence and substance abuse. Lenz recalled a family she had worked with for several hours a week. Day by day, she watched a mother struggle to choose between the safety of her five children and the attention of the children's abusive and criminal father, who nonetheless exerted a pull on her. Fortunately, the mother eventually chose her children.
"It's amazing to see a family grow and move past that," Lenz said.

After the discussion with Cole, Lenz decided to give the $1,000 to support the Center on Domestic Violence. The center's activities include a degree program in domestic violence – one of the few of its kind in the U.S. – that credentials public service and criminal justice leaders to work to end violence in the lives of women and children. The gift is among the larger individual gifts the center has received; it must raise its $700,000 budget predominantly through public grants and private gifts.

As CU and the CU Foundation approach a critical period for raising and inspiring private gifts to the university, Hutchens says, it becomes ever more important for those working on the university's behalf to put themselves in the shoes of the donors who support their work.
Lenz says the experience changed how she thinks about philanthropy, and has increased her appreciation for donors who put time and effort into maximizing the impact of their gifts.

"I was already in tune with the Center on Domestic Violence because of my prior work," she said. "Now that there's money invested there, I will follow what they do a little more."

Kay honored with annual Chase Faculty Community Service Award[18]

Kay

Joseph Kay, M.D., assistant professor of medicine and pediatrics at the Anschutz Medical Campus, has been awarded the 2010-2011 Chase Faculty Community Service Award[20] by CU President Bruce D. Benson. The honor comes with $10,000.

In support of the nomination, colleagues noted Kay's "tireless support of the medically underserved." He is credited as the driving force in establishing the Indigent Cardiology Clinic. He also recruited cardiologists for the Metro Community Provider Network.

"For Dr. Kay to spend much of his limited spare time to do the work that secured the indigent clinic signifies a deeply noble act," one nominator wrote. "He has continued to spend personal time both seeing patients in the clinic and improving on the already-high quality of care it renders. For example, he recently secured the donation of a cardiac ultrasound machine worth scores of thousands of dollars that is used exclusively by the clinic."

Kay has dual appointments in the University of Colorado School of Medicine and The Children's Hospital.

Stevenson named dean of CU-Boulder grad school[21]

Stevenson

John A. Stevenson on Tuesday was appointed to the post of dean of the University of Colorado Boulder graduate school by Provost Russell A. Moore. Stevenson has held the position in an interim capacity since May 2009.

"John Stevenson has provided outstanding leadership as interim dean and we are looking forward to his building upon these achievements," Moore said. "He has led with vision, insight and collegiality, and no one knows the landscape for graduate education locally and nationally better than John. I believe he will continue to be a dynamic resource for our graduate students and faculty as we move into a new era of global excellence in graduate education in a strong leadership position."

Stevenson said he was honored by the appointment and excited by the opportunities for continuing to transform graduate education at CU-Boulder on a global scale.

"Extending the world-class excellence of graduate education at CU-Boulder to Colorado, the nation and the world will be my top priority as dean," Stevenson said. "Perhaps the greatest global economic advantage our nation maintains is the outstanding quality of our graduate education, and this is particularly true of CU-Boulder. I am excited at our prospects and looking forward to continuing to work with our amazing faculty, staff and graduate students."

Stevenson was chair of the department of English from 1996 to 2004 and interim director of the program for writing and rhetoric from 2001 to 2002. He joined the graduate school as associate vice chancellor for graduate education in 2005, and served as chair of the Flagship 2030 Task Force on Graduate Education in 2008 before being appointed interim dean in May 2009.

He earned a bachelor's degree in English from Duke University in 1975 and a doctorate from the University of Virginia in 1983. He has been a CU-Boulder faculty member in the English department since 1982. He is a scholar of British

literature of the 18th century who has presented his work both nationally and internationally many times, and is the author of two books and many articles. His 2005 book "The Real History of Tom Jones" won the Eugene Kayden Book Prize in 2007.

Assistant professor awarded grant to study school choice[23]

Ely

Todd Ely, an assistant professor at the University of Colorado Denver's School of Public Affairs, recently was awarded an American Education Research Association/National Science Foundation grant to analyze a national longitudinal database to study parental school choice decision-making.

The project, titled "Parents, Families and School Choice," was awarded $17,267 to complete the research. Ely's co-principal investigator is **Paul Teske,** dean of the school and Distinguished Professor.

Ely received his Ph.D. from the Robert F. Wagner Graduate School of Public Service at New York University and holds an M.P.A. from the University of Arizona. His research interests include the financing of state and local public services, education policy, and public and not-for-profit financial management. His current research examines the financing of school capital spending and alternative teacher compensation systems.

Clark named to post in community engagement[25]

Clark

The University of Colorado Denver is adding emphasis to building relationships with business leaders and local communities with the addition of Leanna Clark as special assistant to the chancellor for community engagement.

"Clark's background as a successful businessperson and her contacts in the local community will help us further our goal of establishing the university and its two campuses as a go-to partner for business," said Chancellor Jerry Wartgow.

Clark brings nearly 25 years of business experience, including 12 years as a small business owner and in Denver's corporate, foundation and nonprofit communities. With a background in marketing, public relations and community outreach, she most recently directed communications and foundation activities for IMA Financial Group, one of the nation's leading risk-management companies.

She also founded and directed a major division of an international nonprofit organization that works in more than 120 countries nationwide. Previously, as principal and co-owner of marketing PR firm Schenkein, one of her primary roles was positioning senior-level leaders at client organizations in visible roles within in the community and creating partnerships to elevate their brands.

Boulder associate professor featured at free presentation at UCCS[27]

Eberle

Jaelyn Eberle, associate professor of geological sciences and curator of vertebrate paleontology at the University of Colorado Boulder, will present "Long Hot Nights in the Eocene Arctic – What they tell us about global temperature change" at 6:30 p.m. April 12 at Clyde's, University Center first floor, on the Colorado Springs campus.

Eberle's presentation is part of the UCCS Café Scientifique and is based on her research of prehistoric mammals that might suggest how modern mammals will react to global warming. Eberle also will present prehistoric artifacts collected during her research.

Café Scientifique lectures are free and open to the public. Funding for Café Scientifique is provided by the UCCS Auxiliary Services

Dropping names ...[29]

Soifer

Alex Soifer, professor of interdepartmental studies at the University of Colorado Colorado Springs, presented "A Proof from the Book: A Lower Bound of the Polychromatic Number of the Plane" at the 42nd Southeastern International Conference on Combinatorics, Graph Theory and Computing at Florida Atlantic University, Boca Raton, on March 10. ... An article by **Maria Araceli Ruiz-Primo**, professor at the School of Education and Human Development at the University of Colorado Denver, has been published in the March edition of Science magazine. The article is titled "Impact of Undergraduate Science Course Innovations on Learning." ...**Maria Elena Buszek** of the College of Arts and Media at the University of Colorado Denver, has been chosen chair of the College Art Association Committee on Women in the Arts. The committee promotes the scholarly study and recognition of contributions by women to the visual arts, advocates feminist scholarship and activism in art, develops partnerships with organizations with compatible missions, monitors the status of women in the visual-arts professions and researches and provides historic and current resources on feminist issues. ... An abstract by **Neera Tewari-Singh**, a research associate at the department of pharmaceutical sciences at the University of Colorado Denver, recently was selected to receive the Dermal Toxicology Specialty Section Stratacor Award at the Society of Toxicology Meeting on March 6-10 in Washington, D.C. The abstract is titled "Therapeutic efficacy of catalytic antioxidant AEOL 10150 in attenuating sulfur mustard analog 2-chloroethyl ethyl sulfide induced skin injury." ... **Susan**

Foss

Connors, School of Education and Human Development Evaluation Center at the University of Colorado Denver, has had a joint-article published with J.K. Magilvy – "Assessing vital signs: Applying two participatory evaluation frameworks to the evaluation of a college of nursing" in Evaluation and Program Planning, 34, 79-86. ... **Sonja Foss**, professor of communication in the College of Liberal Arts and Sciences at the University of Colorado Denver, is participating in a roundtable at the Gender Studies Symposium in Portland, Ore., titled "Integrating Multiplicity into the Teaching of Gender." ... **Brian Gerber,** associate professor in the University of Colorado Denver's School of Public Affairs, has been chosen to be a member of the Board of Environmental Health of Denver's Department of

Environment Health. "(Dr. Gerber) continues the long and rich connection the board and our department has with the University of Colorado Denver," said Nancy Severson, manager of the Department of Environmental Health. Gerber also serves as executive director of the Buechner Institute for Governance.

Website design training available[32]

The Universal Design and Accessibility Committee (UDAC) will host a day of training on website design, set for 9 a.m. to 3 p.m. March 30 in the Glenn Miller Ballroom on the CU-Boulder campus.

Winners of the best website design contest, conducted earlier this month, also will be announced. The agenda isavailable here[33]. Please RSVP to Howard Kramer, hkramer@colorado.edu[34].

President's Diversity Award includes up to $1,000[35]

Nominations are being accepted for the 2011 President's Diversity Award. The annual honor recognizes significant achievements of faculty, staff, students and academic or administrative units toward developing a more culturally diverse, competent and inclusive university community.

Up to four awards of up to $1,000 each are given for projects or practices that best reflect the implementation of system and/or campus diversity goals. Awardees will be recognized at the President's Diversity Award Reception in early May at the President's Office in downtown Denver, and they will be featured in the CU Faculty and Staff Newsletter.

Nominations are welcome from any member of the university community, and are sought in four categories: (1) faculty, (2) staff, (3) student and (4) academic unit or administrative unit. Faculty must be full-time tenured/tenure track or senior instructors/instructors; staff must be full-time professional exempt or classified employees; and students must be full-time undergraduate or graduate students. Unit refers to academic and administrative offices; staff, faculty, and student committees; and organizations (such as alumni) directly associated with CU.

Click here for details[36] on criteria for selection and nomination letter requirements. The deadline for receipt of nominations and all supporting documents is Friday, April 15.

Heart Association aims to train 5,000 for CPR in one day[37]

The American Heart Association is asking members of the University of Colorado community to help achieve a goal of 5,000 trainees at a free CPR training event from 9 a.m. to 5 p.m. April 9 at the University of Denver's Hamilton Gymnasium.

The association is teaming with Centura Health, Exempla Healthcare and HealthONE in a bid to set a record for number of people trained in one day. Basic CPR skills will be taught by trained professionals. While participants of all

ages will gain the skills to save a life, CPR certification is not provided.

Trainings will occur every hour on the hour throughout the day. The first training begins at 9 a.m.; the last at 4 p.m.

The gym is at the Ritchie Center, 2240 E. Buchtel Blvd., Denver. For information on available parking, directions and light rail instructions, visit http://recreation.du.edu[38]

Less than 5 percent of sudden cardiac arrest victims survive because most people who witness the arrest do not know how to perform CPR. Sudden cardiac arrest can happen to anyone at anytime. Many victims appear healthy with no known heart disease or other risk factors.

To register, go to AHA Free Mass CPR training[39]. For groups of 50 or more contact, Ashley McCurrach at 303-996-8690.

Links
[1] https://connections.cu.edu/stories/faculty-council-has-second-thoughts-about-severance-pay-language[2] https://connections.cu.edu/stories/schedule-set-bensons-spring-town-hall-meetings[3] https://connections.cu.edu/stories/five-questions-daniel-gette[4] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/5q-page11.jpg[5] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/5q-page24.jpg[6] https://connections.cu.edu/stories/young-egyptian-activist-recount-details-revolution[7] http://www.colorado.edu/cwa[8] https://connections.cu.edu/stories/garcia-states-higher-ed-economic-driver[9] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/uccs_garcia.jpg[10] https://connections.cu.edu/stories/signs-new-branding-spring-campus[11] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/ucd-brand.jpg[12] http://www.ucdenver.edu/about/WhoWeAre/Pages/Mission.aspx[13] https://connections.cu.edu/stories/match-day-lights-paths-residency-school-medicine-students[14] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/amc1.jpg[15] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/amc2.jpg[16] http://www.ucdenver.edu/academics/colleges/medicalschool/education/community/MatchDay2011/Pages/matchday2011.aspx[17] https://connections.cu.edu/stories/what-happens-when-staff-member-steps-shoes-donor[18] https://connections.cu.edu/people/kay-honored-annual-chase-faculty-community-service-award[19] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/people_kay.jpg[20] https://www.cu.edu/chase[21] https://connections.cu.edu/people/stevenson-named-dean-cu-boulder-grad-school[22] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/people_stevenson.jpg[23] https://connections.cu.edu/people/assistant-professor-awarded-grant-study-school-choice[24] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/people_ely.jpg[25] https://connections.cu.edu/people/clark-named-post-community-engagement[26] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/people_clark.jpg[27] https://connections.cu.edu/people/boulder-associate-professor-featured-free-presentation-uccs[28] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/people_eberle.jpg[29] https://connections.cu.edu/people/dropping-names-38[30] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/people_soifer1.jpg[31] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/01/people_foss1.jpg[32] https://connections.cu.edu/stories/website-design-training-available[33] http://www.colorado.edu/ODECE/UDAC/news-n-events.html#WebTrain[34] https://www.cusys.edu/newsletter/2011/03-23/hkramer@colorado.edu[35] https://connections.cu.edu/stories/presidents-diversity-award-includes-1000-0[36] https://www.cu.edu/articles/upload/2011%20Call%20for%20Nominations.pdf[37] https://connections.cu.edu/stories/heart-association-aims-train-5000-cpr-one-day-0[38] http://recreation.du.edu/[39] http://www.surveymonkey.com/s/ZJ5YQK5