# President's Diversity Awards honor faculty, staff, students[1]

The University of Colorado President's Diversity Award[2] selection committee has announced its 2021 award and commendation recipients, who will be recognized in a virtual award reception set for April 23. Click here[3] to register.

The award recognizes significant achievements of university community members in developing a culturally and intellectually diverse university community reflective of inclusive excellence. Awardees, each of whom receives $2,000, engage in meaningful diversity activities beyond their primary CU responsibilities.

The 2021 CU President's Diversity Awardees are:
**FACULTY**

**Andrea Gerard Gonzalez, M.D.,** Associate Professor of Clinical Practice, School of Medicine, CU Anschutz Medical Campus

Andrea Gerard Gonzalez, M.D., is an associate professor of pediatrics at the Barbara Davis Center for Diabetes, University of Colorado School of Medicine. After finishing medical school in Mexico City, she first practiced in Teopisca, a tiny village in the southern Mexican state of Chiapas, a three-hour drive from a hospital. She became passionate about and most interested in the development of novel strategies and culturally appropriate educational programs to close the gap in medical care seen among underserved populations. She continued her training in pediatrics/diabetes/endocrinology in Miami and San Francisco. In 2013, she joined the Barbara Davis Center to build a novel program dedicated to the special needs of Latinx children with diabetes. Today, this program helps over 100 Latinx families affected by childhood diabetes and works closely with the Colorado Latinx community to raise diabetes awareness across all age and ethnic groups. Her program now is part of a multisite effort to implement at four outside diabetes centers across the United States.

**Tiara R. Na'puti, Ph.D.,** Assistant Professor of Communication, College of Media, Communication and Information, CU Boulder

Tiara R. Na'puti, Ph.D., is a Chamoru scholar (Guåhan/Guam) whose research focuses on Indigenous resistance to processes of colonization and militarization in the Mariana Islands archipelago and throughout Oceania. Na'puti works with organizations addressing immigration rights and issues facing Native and Indigenous Pacific Islander populations. She has joined several delegations to testify at the United Nations[4] Special Political and Decolonization Committee (Fourth Committee) on the political status of Guåhan. Her work has recently appeared in CommonDreams[5], In These Times[6] and Latinx Spaces[7], and she was interviewed on RT News[8] about the colonial status of Guåhan and the impacts of militarism. She is an Executive Board Member at the CU Boulder Center for Native American and Indigenous Studies (CNAIS), a member of the Native American and Indigenous Studies Association (NAISA) and the National Communication Association (NCA). Her research has been published in journals such as American Quarterly, Amerasia Journal, Communication and Critical/Cultural Studies and the Quarterly Journal of Speech. Na'puti earned a master's and doctorate in Communication Studies and a certificate in Native American and Indigenous Studies from the University of Texas at Austin.
**STAFF**

**Zabrian Oglesby (Ze/Zir)**, Assistant Director for Leadership and Social Justice, Resident Life, CU Boulder

Zabrian Oglesby is committed to providing tailored training and programming to promote diversity and inclusion in Residence Life at CU Boulder. Oglesby sees each student as an individual and strives to ensure that every student feels seen and valued. Ze has served on the Equity, Inclusion and Social Justice Committee for the Division of Student Affairs and chaired the Residence Life Social Justice and Inclusion Committee. In partnership with committee members and campus partners, Oglesby facilitated spaces where the value of social justice was explored by residential students and staff. These spaces allowed for others to be their authentic selves and reflect on where they could continue to grow on their journey with diversity and inclusion. Ze provided regular training at Residence Life departmental meetings on timely topics that include National Coming Out Day, Indigenous People's Day, Equity Around Voting, Social Identities and many other themes that help develop and sustain diversity and inclusion in Residence Life. Ze also

supported Hall Directors in navigating tough conversations with staff by providing them with individual education and conversational skills about racial injustice and other social justice topics. Oglesby's leadership has made a significant impact on residential students and the greater CU community through increased awareness and education on diversity and inclusion development.

**STUDENT**

**Katherine Rainey,** Graduate Student, Physics, CU Boulder

Over the past five years, Katherine "Katie" Rainey has been a committed leader in diversity, equity and inclusion in STEM. As a leader of CU-Prime – a student-run, diversity-focused organization – Rainey facilitates organizer meetings, mentors students, presents to STEM departments and engages with campus stakeholders. She was closely involved in the creation and mentorship of the undergraduate Women in Physics organization at CU, and also was a member of the Representation, Retention and Recruitment standing committee in the Physics Department. In connection to that standing committee, Rainey has been involved in offering regular events to learn about and discuss DEI issues in the department, known as "Equity, Inclusion, and Cookies." When CU hosted an American Physical Society Conference for Undergraduate Women in Physics in 2017, Rainey led a mental health workshop at that conference. Her dedication to equitable mentorship in STEM extends beyond higher education. She facilitated a workshop for women in STEM at a Denver High School College and Career Readiness Conference in 2019, and taught physics to high school students from areas located on or near 13 major Native American reservations and communities as part of CU's Upward Bound program in 2015 and 2016. Through her activities and leadership, she has impacted hundreds of CU students at all levels, inspiring many others to seek leadership roles in addressing DEI issues in STEM.

**UNIT**

**STEM Routes**, Student Organization, CU Boulder

The full-time graduate students of STEM Routes – a student organization founded in 2018 and run by traditionally low-income, under-represented and first-generation graduate students – provide invaluable mentorship to the next generation of first-generation and underrepresented graduate students in STEM. STEM Routes has developed community, a mentoring program, the Uplift Research program, and offers various events for undergraduate and graduate students. STEM Routes graduate students connect with undergraduates of color and first-generation closely because they have lived relevant experiences and have built an understanding that fosters trust in the process. This enhances STEM identity and serves as a dedicated retention strategy. Most recently, STEM Routes sent eight students (four of whom were undergraduates from the Society of Hispanic Professional Engineers) to the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science's national conference, free of charge. The organization also partners with Arvada Community College STEM Access programs to provide panelists and potential mentors for community college students interested in transferring to CU for a STEM degree.

**COMMENDATIONSBecca Ciancanelli,** Inclusive Pedagogy Lead, Center for Teaching and Learning, CU Boulder
**Center for Teaching and Learning,** CU Boulder

## System administration moves prompt assessment[9]
[10]

Vice President for Administration Kathy Nesbitt's announcement last week that she will leave CU to become chief operating and strategy officer for the American Diabetes Association (ADA) set off a chain reaction that will lead to temporary reporting lines in CU system administration and a broad look at its structure going forward.

Nesbitt will leave CU for the ADA on March 17. Her departure coincides with the search for a vice president for information technology, which is underway. Some of Nesbitt's direct reports will eventually report to that position, which will be charged with coordinating large technology and information security efforts across CU and implementing facets of the Technology and Innovation Program[11] (TIP).

System Associate Vice President and Chief Information Officer Scott Munson will temporarily report to President Mark Kennedy. Munson already meets weekly with Kennedy and TIP Portfolio Manager Harper Johnson to discuss progress on the initiative.

Senior Vice President and Chief of Staff Leonard Dinegar will temporarily manage an additional three of Nesbitt's direct reports: Associate Vice President and Chief Human Resources Officer Felicity O'Herron, CU Health Plan Administrator Tony DeCrosta, and Chief Information Security Officer Dan Jones (who has a dual role on the Boulder campus, which will not change).

"It's important to maintain continuity through this transition, and we are fortunate to have veteran people with considerable experience and expertise in key positions," said CU President Mark Kennedy.

He said a variety of moves in system administration are prompting an assessment of its structure. Nesbitt's impending departure, along with Vice President for Communication Ken McConnellogue's announcement that he will retire June 30, could impact structure, as will hiring the vice president for information technology and new leader of the four-campus CU online initiative, a search that will begin soon.

"Our operation is changing to meet imperatives brought about by an increasing focus on technology, online education and the lingering effects and impacts of the pandemic," Kennedy said. "Now is an opportune moment for us to take a step back and determine how system administration can best structure ourselves to address those exigencies and continue to meet the needs of the campuses."

## COVID-19 relief bill might have good news for CU[12]
[13]

Federal relief legislation aimed at mitigating financial effects of the coronavirus pandemic potentially could mean $114 million in funding for the University of Colorado system.

During a report to the Faculty Council during its virtual meeting on Feb. 25, Todd Saliman, senior vice president for strategy, government relations and chief financial officer, said half of that funding currently being discussed by lawmakers would be earmarked for students, with the other half being distributed among the campuses.

"What would that money be spent on? The answer depends on what the federal guidelines are," Saliman said, adding that he expects there to be more flexibility with this round of funding compared to last year's CARES Act.

Financial impacts of the coronavirus pandemic have taken a $400 million toll on the CU system, Saliman said.

Meanwhile at the state level, CU and higher education institutions across the state are asking for a 9.6% increase in funding; the request assumes a 3% tuition increase at all institutions. The Legislature's Joint Budget Committee begins figure setting next week.

Saliman and CU Boulder Leeds School of Business Dean Sharon Matusik also gave the Faculty Council an update on the systemwide strategic planning effort[14], which is resuming after a pause initiated last year because of the pandemic.

Matusik said stakeholders from CU Boulder and UCCS are expected to have goals defined by the end of this month, while CU Denver and CU Anschutz will do the same by mid-May – a later date because those campuses are at work on their own strategic plans. The systemwide strategic plan will complement campus-specific strategic plans.

Faculty Council Chair Joanne Addison invited Matusik and Saliman to return for the governance group's May 6 meeting, when feedback from the campuses regarding goals and action steps should be in hand. The Board of Regents is slated to receive a presentation on the completed strategic plan at this summer's retreat.

In other business at last week's meeting, Theodosia Cook, Chief Diversity Officer of the CU system, reported that the first of a quarterly series of diversity, equity and inclusion (DEI) and compliance roundtables recently took place. DEI

and compliance professionals from across the system took part. She said a series of roundtables aimed at outreach among nonprofits in the state will launch in April.

Regents Nolbert Chavez and Callie Rennison, meeting with the Faculty Council for the first time since joining the board in January, said DEI issues remain a high priority for them and other regents. The council also continued its DEI work with Brenda J. Allen, professor emerita and former Vice Chancellor for Diversity and Inclusion (Chief Diversity Officer) at CU Denver and CU Anschutz. Slides from her presentation, “Belonging Matters,” are linked here[15].

Faculty Council Committee Corner: Budget[16]
[17]

The Faculty Council Budget Committee (FCBC) is charged with acting as the advisory body to Faculty Council on matters of budget, evaluating the management of the university’s resources, reviewing budget requests with administrative system representatives prior to their submission to the Board of Regents, and providing recommendations about financial implications (see the full charge here[18]).

During the 2020-2021 academic year, much of FCBC’s focus has been on reevaluating the above-mentioned committee charge. We have done this with an eye toward reestablishing priorities, identifying areas that fall within the committee’s responsibilities but have not been a regular part of the committee’s activities in recent years, as well as formulating new, aspirational goals that are to be incorporated in the updated committee charge.

To date, FCBC members have emphasized the desire to be more relevant, build more rapport with system administration staff, and develop a framework to be more involved with budget-related decisions. Particularly, we are working toward establishing a regular cadence of recommendations to the administration on key budgetary issues, as is common at many universities, and toward serving in more of a consultative role with system administration.

Steps are already being made in the right direction. We are particularly grateful that our committee was asked to nominate a representative on the search committee for the new University Treasurer. It is our hope that, in the spirit of shared governance, our committee’s faculty will continue to be solicited for meaningful input related to the financial health of our university.

Throughout the committee’s efforts to revise the existing charge to date, we have been advised by Brenda J. Allen, Ph.D., Professor Emerita of Communication at CU Denver, and former Vice Chancellor for Diversity and Inclusion at CU Denver | Anschutz. Starting from the premise that a budget is a moral document — that is, a moral statement of priorities (be it areas, issues, things or people) that reflects the values of the creators of that budget — Dr. Allen prompted us to formulate important questions to guide the revision of our charge, including:

What do we want our work to be?
What are our priorities?
What do we want to be consulted on and when?
What do we want to give back to the administration?

Our committee’s work with Dr. Allen also has included a consideration of diversity, equity and inclusion principles. Through micro-trainings and discussions, we have gained new appreciation for the ways in which we can become more inclusive in terms of our work together as a committee.

Feel free to contact any of our members with questions or comments:

Diana White[19], Chair | CU Denver, College of Liberal Arts and Sciences

Monique French[20], Vice Chair | CU Colorado Springs, College of Business

Vicki Grove[21], Secretary | CU Boulder, College of Arts and Sciences

David Port[22] | CU Anschutz, School of Medicine

David Paradis[23] | CU Boulder, History

Rhonda Glazier[24] | CU Colorado Springs, Kraemer Family Library

Carol Dee[25] | CU Denver, Business School

Christine Martell[26] | CU Denver, School of Public Affairs

Chad Marturano[27] | CU System, Senior Associate Vice President for Business Operations and Deputy Chief Financial Officer*

* Non-voting member

Virtual Conference on World Affairs tackles racism in the U.S., Gen Z, healthcare, more [28]

Help is a long way away: The challenges of sending humans to Mars [29]

National Institute for Human Resilience to be named in honor of Lyda Hill [30]

Creating a roadmap for CU Denver's next 10 years [31]

CU Anschutz Medical Campus debuts new commercial [32]

Nobel laureate Cech to explore gene editing, COVID-19 vaccines in March 17 talk [33]

Holguin shines in acting debut on Golden Globe Awards[34]

Harris authors ‘Sport Participation and Olympic Legacy’ [35]

**Links**
[1] https://connections.cu.edu/spotlights/president-s-diversity-awards-honor-faculty-staff-students[2] https://www.cu.edu/oaa/recognitions/presidents-diversity-award[3] https://web.cvent.com/event/64632a76-fb81-43ae-8710-a896c336d8a6/summary[4] https://www.colorado.edu/today/2017/10/04/cu-boulder-professor-testifies-un-committee-guam[5] https://www.commondreams.org/views/2020/09/12/pandemic-pacific-us-military-bases-are-hot-spots-more-just-covid-19-they-also-make[6] https://inthesetimes.com/article/voter-disenfranchisement-united-states-colonies-2020-election-guam[7] https://www.latinxspaces.com/latinx-politics/militarization-without-representation-your-vote-could-determine-the-future-of-the-us-territories[8] https://www.youtube.com/watch?v=klkpGtk303g[9] https://connections.cu.edu/stories/system-administration-moves-prompt-assessment[10] https://connections.cu.edu/sites/default/files/admin-org_top.jpg[11] https://www.cu.edu/tip[12] https://connections.cu.edu/stories/covid-19-relief-bill-might-have-good-news-cu[13] https://connections.cu.edu/sites/default/files/vaccine_feat.png[14] https://www.cu.edu/strategic-planning/[15] https://connections.cu.edu/sites/default/files/cu-faculty_council_belonging.pdf[16] https://connections.cu.edu/stories/faculty-council-committee-corner-budget-0[17] https://connections.cu.edu/sites/default/files/fac-cmte-corner_budget_top.png[18] https://www.cu.edu/faculty-council/committees/faculty-council-budget-committee[19] https://clas.ucdenver.edu/mathematical-and-statistical-sciences/diana-white[20] https://business.uccs.edu/about/directory/faculty/monique-french[21] https://www.colorado.edu/gsll/vicki-grove[22] https://medschool.cuanschutz.edu/pharmacology/faculty/secondary-faculty/j.-david-port-phd[23] https://www.colorado.edu/history/david-paradis[24] https://kfl.uccs.edu/info/directory/rhonda-glazier[25] https://business.ucdenver.edu/about/our-people/carol-dee[26] https://publicaffairs.ucdenver.edu/people/faculty/christine-martell[27] https://www.cu.edu/budgetpolicy/budget-finance-team-bios#marturano[28] https://connections.cu.edu/stories/virtual-conference-world-affairs-tackles-racism-us-gen-z-healthcare-more[29] https://connections.cu.edu/stories/help-long-way-away-challenges-sending-humans-mars[30] https://connections.cu.edu/stories/national-institute-human-resilience-be-named-honor-lyda-hill[31] https://connections.cu.edu/stories/creating-roadmap-cu-denver-s-next-10-years[32] https://connections.cu.edu/stories/cu-anschutz-medical-campus-debuts-new-commercial[33] https://connections.cu.edu/people/nobel-laureate-cech-explore-gene-editing-covid-19-vaccines-march-17-talk[34] https://connections.cu.edu/people/holguin-shines-acting-debut-golden-globe-awards[35] https://connections.cu.edu/people/harris-authors-sport-participation-and-olympic-legacy