Five questions for Spero Manson[1]

Spero Manson is a Distinguished Professor of public health and psychiatry and leads the Centers for American Indian and Alaska Native Health at the Colorado School of Public Health. His office, in the Nighthorse Campbell Native Health Building at the CU Anschutz Medical Campus, reflects the communities he serves through the artifacts found there: a child's snow sled made of whale baleen, a reed hat, and sculptures of whalebone and soapstone.

"They remind me of the importance of not only good science, but science that is locally meaningful and rooted in benefit for the people with whom I work," he said. "I am very fortunate to work at the centers, the university, and communities around the country where I can bring to bear the knowledge and experience that I've been blessed with over the last nearly four decades."

Manson was a colleague of James Shore at the Oregon Health Science University in Portland, Oregon. When Shore moved to the University of Colorado (where he later became a chancellor), he recruited Manson, who followed in 1986 with a grant from the National Institute of Mental Health to establish the Nation Center for American Indian and Alaska Native Mental Health, which gave rise to today's program.

He is proud that his own and his colleagues' work has introduced evidence-based practices into the "real world of Indian health across the country … with enormously powerful outcomes," including reducing the incidence of diabetes and the risk of suicide, and providing supportive care for people with emotional and psychological needs. Their efforts to increase the number of American Indian and Alaska Native medical doctors and Ph.D.s also have been fruitful.

Manson said younger generations of Native scientists are "beginning to shape today's research agenda in the image that they and their communities believe are most beneficial." And he is especially pleased to be "broadening collaboration with colleagues across the CU system, capitalizing on the enormous insight and resources they can bring to the table to address issues of joint concern in Native communities."

1. How did you choose this career path?

I and my large extended family hail from the Turtle Mountain Indian Reservation in North Dakota; growing up, I moved with my family 11 times in 12 years, settling in Seattle, Washington. I'm the second eldest of 67 first cousins on my father's side. As the eldest male, there was a great deal of family pride and energy invested in me. My family always assumed I would be a medical doctor. I ran afoul of calculus during the second quarter of my freshman year at the University of Washington. When I went to see my academic counselor, she told me that if I couldn't master calculus, then I probably was not right for medicine. What do you know at 19 years of age? I cast about for a quarter or two, and came across a medical anthropologist who was returning from American Samoa after two years of field work there. During his lecture, he talked about how major changes in the lives of American Samoans – governmentally and economically – caused changes in behavior and health, not the least of which was the rapid increase of obesity, diabetes and alcohol and substance abuse.

I immediately saw the parallels to my own experiences growing up. He talked about how understanding social and cultural factors was critical to preventing and treating these diseases and disorders. I realized this was the attraction medicine had held for me, but that medical anthropology would allow me to pursue my dream more directly. I switched to medical anthropology and have followed this course of study throughout my career.

2. What are the goals of the Centers for American Indian and Alaska Native Health and what has been accomplished so far?

There are three major challenges to making a difference with respect to the health and well-being of American Indian and Alaska Native people. First, the knowledge base available to direct our work has been relatively impoverished. The common mission of all eight of the centers is to contribute to and inform, in a culturally sensitive fashion, this knowledge base. The second challenge is to apply this knowledge to programs, policies and practices in ways that honor the investment people make in sharing such knowledge. The third is to build the capacity for Native people to participate fully in addressing the first two challenges.

In 1998, a study found that of the more than 30,000 research grants and contracts issued by the National Institutes of Health, only nine American Indians or Alaska Natives were primary investigators (PIs). At that time, I held five of those so there were really only four of us represented out of 30,000. So a part of our work focused on increasing the numbers of American Indian and Alaska Native medical doctors and Ph.D.s to successfully compete for sponsored research. A recent report revealed that 110 American Indian and Alaska Natives are PIs or program directors of NIH grants: Our efforts account for half of them.

Specific examples of our achievements include the Special Diabetes Program for Indians (SDPI) funded by Congress in 1998 and reauthorized each year since to implement evidence-based practices to prevent diabetes among Indian and Native people across the country as well as reduce the risk of cardiovascular disease among those already suffering from diabetes. For the past 11 years, we've coordinated and supported this initiative, working with more than 160 tribal communities and programs throughout the United States. The SDPI diabetes prevention projects mirrored the original outcomes of the efficacy trial that informed the evidence-based practices from which the initiative is built. They achieved a 57 percent reduction in incident diabetes among the many thousands of people who participated. Grantees also accomplished major reductions and greater control in diabetes among those who do suffer from it.

Another hallmark has been the ability to demonstrate that traditional healing ceremonies are efficacious in their own right and not only ameliorate serious emotional and psychological problems such as Post Traumatic Stress Disorder among returning American Indian combat veterans, but also contribute to the long-term well-being of Native peoples in general. This work led to a 1998 agreement with the Department of Veterans Affairs to reimburse one tribe in particular for the cost of 13 tribal ceremonies performed on behalf of their combat veterans. It continues today and has broadened to include reimbursement for tribal ceremonies in other Native communities.

Yet a third example is that since 1998, we have trained nearly 50 American Indian and Alaska Native M.D.s and Ph.D.s to become highly successful, independent scientists. Indeed, they have acquired more than $60 million in NIH grants and contracts and have published more than 350 peer-reviewed journal articles.

3. You recently returned from Alaska. What did your work there entail?

We have more than 40 active studies across the country. My own work in Alaska entails several different initiatives. One focuses on improving the cultural underpinnings and effectiveness of behavioral health programs. I work with several large Alaska Native health organizations, training their personnel to deliver high-quality, culturally informed, evidence-based services. When I entered the field in 1978, there was enormous stigma surrounding alcoholism and mental illness. Almost 40 years later, the stigma associated with alcohol abuse is virtually eliminated as a consequence of leaders in our communities stepping forward to acknowledge these problems and to share their personal journeys of recovery. The same is not true for mental illness. Native people seldom seek help to deal with emotional, psychological problems; however, we know that many people – regardless of the stigma – will disclose these problems to their primary care providers, nurses or physician's assistants. So we began to screen – in primary care settings – individuals who suffer from depression, alcohol abuse and dependence, or who are at high risk for suicide. We have achieved remarkable success by dealing with these issues immediately and by not allowing the stigma of mental illness to impede the treatment or prevention of such problems.

Another focus of my work during this trip was to continue to build a network of tele-behavioral programs. Many rural, isolated Alaska Native villages don't have available to them the mental health resources that we do in urban America. We bridge these gaps in culture and geography by bringing patients and clinicians together through real-time videoconferencing. Under the direction of Dr. Jay Shore, we support 14 tele-behavioral health clinics throughout the West, providing services these distant communities otherwise would never receive. Our research has demonstrated that such services are clinically and cost effective.

4. You recently were selected to sit on a panel of experts that will steer President Obama's Precision Medicine Initiative. What is your role on the panel?

The panel is concerned with how to personalize medicine and individualize treatment in order to maximize patient benefit. Part of the president's initiative is to assemble more than a million people from across the country to

participate in a longitudinal study that will provide us with deeper insight into increasingly precise treatment approaches. One of the challenges is to ensure that all citizens are included and have the opportunity to benefit from this effort. Unfortunately, initiatives of this nature historically under-represent racial and ethnic minorities, which calls into question the merit of the findings and their generalizability. One of my roles is to assist the NIH and other presidential advisers in developing appropriate and hopefully successful strategies for including under-represented minorities in this initiative. I also am expected to assist the NIH in meaningfully translating the results of the initiative into terms the under-represented will understand and find valuable in their day-to-day lives.

The initial phase of work is to be concluded in late fall of 2015, after which I will continue to advise the president and director of NIH about the implementation in the years ahead.

5. What hobbies, leisure activities or community work do you enjoy?

About 20 years ago, when my professional life threatened to totally take over my personal life, I committed to pursuing a lifelong interest in dogs and horses. I live on an 800-acre ranch south of Kiowa, Colorado, where I have six Tennessee walking horses and 10 pointing breed dogs – Irish Setters and Pointers. I participate in a sport called field trialing, which emerged in the southeast United States in the mid- to late-1800s. The dogs are bred, trained and compete in field trials, which are run off of horseback. Two dogs, two handlers, two judges, and a gallery or spectators – all on horseback – ride across the countryside. The dogs search for upland game: quail, pheasant, partridge. Upon finding such game, the dog immediately points in that classic 12 o'clock tail with front leg lifted; the other dog honors that find by pointing as well. The handler dismounts, flushes the bird, and fires a blank pistol as the bird flies off, while the dog continues to point. Dogs, riders and horses move on, continuing to search for game the remainder of the hour.

Most weekends, weather permitting and when I'm not traveling, I'm at my ranch, working with the dogs and trainer. We've been very fortunate: to date, five of my dogs are national champions. In April we participated in the American Kennel Club's National Field Trial Championships where my dogs earned first and second place among other champions from across the country. I counsel my younger colleagues about the importance of striking a balance between one's personal and professional worlds. Though it takes vigilance and conscious effort, I have been able to do so in my own life, which has allowed me to cope effectively with the stress of the workaday world. Everyone needs some form of respite.

Shoemaker to faculty: We won't always agree, but let's work together[2]

Regent Linda Shoemaker made her first appearance before the Faculty Council last week, speaking and taking questions at 1800 Grant St. during the group's May 7 meeting, the last of the academic year.

The Boulder Democrat has been in her new role since January, following her November election to the seat representing the 2nd Congressional District. Quality public education, she said, has been her passion for many years. [3]

"I am so happy to be a regent," she told the council. "That may sound very strange, but it is the perfect job for me. I didn't particularly enjoy campaigning but I love CU and I love learning new things. … There's a lot to learn about this university."

Shoemaker described her three core values, which serve as the lenses through which she views issues: equal rights ("I came of age in the 1960s when people of color and women rebelled against the system"); truth and justice (her years as a professional journalist and lawyer revolved around their pursuit); and opportunity (she was founding board chair the Bell Policy Center, a nonprofit dedicated to opportunity for all Coloradans).

"Those are my touchstones that I try to use to make decisions on your behalf," she said.

“The faculty … are not only the heart of the university, but the talent that fuels this operation. And you shape our future,” Shoemaker said. “I really want to listen to the faculty. That doesn’t mean I’ll always agree with you, but I want to understand what the faculty needs and what we can do at the regents’ level to make your life easier.”

Council members offered questions and comments – Catherine Kunce suggested that Shoemaker and other board members shadow faculty members on campus for new perspective – and Shoemaker said she welcomes opportunities for faculty and regents to work together. Melinda Piket-May asked Shoemaker for her thoughts about online education and its evolution at CU[4].

“I’m probably closest to Regent (Stephen) Ludwig.[5] … I would say there’s no need for three separate MBA programs to be taught online,” Shoemaker said. “Unless they’re substantively different from one another, we ought to have one online degree that would pull from the best across campuses. You guys can figure out the economics of it. I think we’re late to the online party, but in some ways that can be good. We can learn best practices from everybody else.”

In other business at last week’s Faculty Council meeting at 1800 Grant St.:

The council presented its Administrator of the Year Award to E. Jill Pollock, former vice president of employee and information services. Pollock took on a new slate of system and campus initiatives[6] at the end of 2014 when Kathy Nesbitt was named vice president. “It’s been a privilege to work with you for nearly seven years,” Pollock told the council. “I’ve seen what you can accomplish when you work together. … My advice to you, as a council member or faculty member, is to be bold. Be willing to talk about things that need to be done. Be willing to look at things differently. Be willing to change yourselves and change others. The world isn’t standing still, so if we don’t take that on it will leave us in the dust. Thank you all for your support and for your great friendship.”
The council gave approval to pending changes in two Administrative Policy Statements, pertaining to conflict of interest in cases of amorous relationships (5014[7]) and sexual misconduct (5015[8]). The council approved two Faculty Council-sponsored motions that originated in council committees. One recommends that the university create a single, centralized call line for reporting cases of discrimination, harassment or unethical behavior. The other recommends that faculty participation in diversity-related activity be formally recognized and rewarded. Laura Borgelt thanked the council for its support during her year as chair; she is stepping down from the post because of her new role as an associate dean at the Skaggs School of Pharmacy and Pharmaceutical Sciences. “I have really enjoyed this experience,” she said. “I really have learned a lot. I’m leaving with an even fonder appreciation of being a faculty member at the University of Colorado.” Though she said she’ll be available to consult with the council when possible, the immediate past chair post will be held by Melinda Piket-May.

CU Denver chancellor search to continue[9]

The search for CU Denver’s next chancellor continues.

CU President Bruce Benson said Wednesday that the recently concluded search process “did not produce a candidate with the vast support necessary to lead CU Denver into the future.”

Benson updated the CU Denver campus community in an email communication sent Wednesday afternoon.

“This position is critical for the campus and we must do our best to ensure that we have the right person leading CU Denver,” Benson wrote. “We must work to keep the momentum going and finding the right leader is critical to the future of the campus.”

A new search process will get underway in the fall; Benson said the goal is to have a new chancellor in place in spring 2016.

Benson thanked all who participated in the recent search process and who provided feedback, which helped inform his decision.

During the interim, Chancellor Jerry Wartgow will continue in his role. Because previously scheduled commitments will take Wartgow away from campus this summer, Provost Roderick Nairn agreed to serve as acting chancellor between July 1 and Sept. 30. Wartgow will return as chancellor from Oct. 1 through Dec. 31.

“We have many challenges and opportunities facing the campus this year. I am pleased to have both Jerry and Rod act in these roles to ensure that the momentum of the campus moves forward on all fronts,” Benson wrote.

“CU Denver is on the rise. In the past five years we have opened a new Science Building, a Business School Building, and the Student Commons Building. We are well on our way to building a new Student Wellness Center, and I am committed to helping the campus complete a major renovation of the North Classroom. In addition, the state has now funded a major renovation of the (Auraria) Library. Our enrollment continues to grow and is more diverse than ever. A talented group of faculty leads our strong academic, research and creative programs. The campus is serving our students and community and state with distinction. CU Denver is well-positioned for the future.”

CU reaches settlement with tenured professor in contested dismissal[10]

CU has reached a legal settlement with David Barnett, an associate professor in the Department of Philosophy at CU-Boulder, which results in him leaving the campus.

CU-Boulder announced the settlement Tuesday.

The university last summer filed a notice of intent to dismiss Barnett in the aftermath of a settlement[11] with a student who made a sexual harassment claim against a doctoral student in the department. Barnett appealed, which led the Faculty Council’s Privilege and Tenure Committee to hold hearings on the case. The committee’s recommendation to administration was a one-year suspension rather than termination.

“I received the recommendations of the Privilege and Tenure Committee, which determined that Professor Barnett engaged in conduct below minimum standards of professional integrity, but recommended that he return to the campus after a year of suspension,” CU President Bruce Benson said in a statement. “Rather than face the possibility of years of litigation and the possibility that Professor Barnett would return to campus at the conclusion of a lawsuit, I believed the best course of action was to negotiate a resolution that permanently separates him from the University of Colorado. We will continue to hold our faculty to high standards of professional conduct.”

CU-Boulder Chancellor Phil DiStefano said the legal settlements are among “a number of pro-active steps to set the philosophy department on the right course to success.”

“This action is part of our ongoing efforts to support the department’s work to make improvements in the workplace and academic culture over the last 16 months, while continuing to build a supportive environment for women as faculty members, graduate students, and undergraduates both in the department and across the CU-Boulder campus,” DiStefano said in a statement. “This settlement will provide finality on the dismissal proceeding against Professor Barnett and avoid years of ongoing litigation. I am thankful for the work that the Faculty Senate Committee on Privilege and Tenure performed in this case, and I also appreciate the work that was done by the former Office of Discrimination and Harassment, which is now the Office of Institutional Equity and Compliance.

“Since the Boulder campus created this office last year under Valerie Simons’ leadership, we have seen ongoing improvements in our compliance capabilities and our campus culture. I am confident that our efforts will be successful and that this campus will be viewed as a leader among institutions of higher education in creating a campus culture free of discrimination and harassment.”

Simons, CU-Boulder director of the Office of Institutional Equity and Compliance and Title IX coordinator, also issued a statement:

“This settlement is an important step forward for the Boulder campus in our efforts to ensure that we are taking appropriate steps toward creating a campus culture that does not tolerate discrimination, harassment, and retaliation.”

See the complete statements here.[12]

Have you ever wanted to know what your doctor knows?[13]

The University of Colorado School of Medicine’s first-ever MOOC (massive open online course) will be offering a second session online starting June 8[14].

Based on the live Mini Med School program – which ran for 25 years on the Denver and Aurora campuses and was taken by close to 20,000 Coloradans – the course has been reimagined for the 21st century lifestyle.

Mini Med School has been free to attendees since the beginning and has always attempted to find the best level of accuracy, currency, clarity and depth for a general audience. This course has no prerequisites, and no exams, either! Students who complete it receive a “Certificate of Completion.”

The online course is the first medical education program designed for the public available as a MOOC. When it launched last fall[15], 4,057 people registered. They live in 150 countries, and in all 50 states.

“Completion rates are three times higher than in most MOOCs,” says professor JJ Cohen, M.D., the founder and teacher in the new course. Participants ranged in age from high school students to retirees, and novices at science to health professionals.

Responses have been overwhelmingly enthusiastic, says Helen Macfarlane, M.A., the course’s producer and designer. One student, an emergency medical technician from the Denver area, wrote, “Thank you guys so much for putting this on! I have learned so much, and my mind was blown each week with how complex our bodies actually are. You guys rock!”

Mini Medical School demystifies modern medical science for the lay audience. Participants learn about a field in which they may be thinking of a career. Others want to know behaviors that can improve their health and wellness. Many just love to hear about the amazing advances being made in medical science and treatment.

The course will run for seven weeks. It covers Anatomy and Physiology, Cellular and Molecular Biology, the Immune System, Infectious Disease, Neuroscience, and Cancer Biology. This content is based on the first two years of medical school, where students learn the basic science that underlies clinical medicine.

Each week’s study consists of about eight units which range in length from four to seven minutes. Participants work through the engaging, and often amusing, videos at their own pace.

Additional resources for those interested include illustrated transcripts, a lively interactive discussion forum, optional self-test quizzes, and that Certificate of Completion.

The course will launch on June 8. Free enrollment is open now; click here[14].

CU’s work in online financials takes national spotlight[16]

The University’s Annual Financial Report and Illustrated Guide were in the spotlight at the recent NACUBO (National Association of College and University Business Officers) Higher Education Accounting Forum in San Francisco.

Robert Kuehler, assistant vice president/University Controller, took center stage in the Grand Ballroom-Hyatt Regency to describe how creative thinking and technical savvy helped the OUC radically re-engineer its presentation of financial information. Co-speaker Paul Niedermuller, principal at CliftonLarsonAllen LLP, presented the external auditor's perspective. The session was titled "User-Enhanced Online Financial Statements."

Forum participants continued to discuss the session – and brainstorm improvements to their own report formats and delivery mechanisms – throughout the remainder of the conference. "A few years from now, this is how all annual reports should look," said one attendee.

Identifying the result as inspirational and a cutting-edge best practice, NACUBO selected the session for videotaping to ensure broad availability to attendees of the face-to-face forum. The video also will be part of a subset of top sessions offered as a virtual forum[17].

The new HTML version of the Annual Financial Report is posted here[18]; the accompanying Illustrated Guide, an interactive website that translates complex financial information into plain English for non-accountants, is here[19]. Together, the report and guide received a NACUBO Innovation Award[20] for effective communication of financial information.

The Higher Education Accounting Forum[21] offers the latest information on trends and best practices in financial accounting and reporting, managerial analysis, and leadership issues for all types of institutions.

United Arab Emirates to partner with CU-Boulder on 2021 Mars mission[22]

Interactive map shows 50 years of UCCS[23]

Cultural Awareness Certificate amplifies CU Denver's rich diversity[24]

Researchers create microscope allowing deep brain exploration[25]

Anseth honored with Bonfils-Stanton Foundation award[26]

CU-Boulder's **Kristi S. Anseth** recently was announced as the 2015 Science and Medicine honoree by the Bonfils-Stanton Foundation. Annually, the foundation honors individuals making significant and unique contributions in the fields of arts and humanities, community service.

Anseth is Distinguished Professor of chemical and biological engineering, associate professor of surgery, Howard Hughes Medical Institute Investigator at the University of Colorado Boulder Department of Chemical and Biological Engineering, and a member of the Institute of Medicine of the National Academies, the National Academy of

Engineering, and the National Academy of Sciences.

Anseth earned her bachelor's degree from Purdue University in the lab of noted researcher Nicholas A. Peppas, and her Ph.D. from the University of Colorado under the direction of Christopher Bowman. Her primary research is the design of synthetic hydrogel biomaterials that replicate the extracellular matrix surrounding living cells, creating scaffolds for the growth of new tissue. In 1999, she was named to the MIT Technology Review TR100 as one of the top 100 innovators in the world under the age of 35. She has filed for 18 patents, and published more than 250 research articles, and in 2003, she and her students were the first to successfully develop an injectable and biodegradable scaffold to regenerate cartilage.

Click here[27] to see an interview.

Theodorescu named editor-in-chief of international medical journal[28]

Dan Theodorescu, director of the University of Colorado Cancer Center and professor of urology and pharmacology at the University of Colorado School of Medicine, has been named an editor-in-chief for an international medical journal that's the first to focus on bladder cancer, one of the most common cancers worldwide.

The launch issue of the new journal,Bladder Cancer, is now available online[29]. The multi-disciplinary journal will specialize in all things related to the disease, facilitating new understanding of the epidemiology/etiology, genetics, molecular correlates, pathogenesis, pharmacology, ethics, patient advocacy and survivorship, diagnosis and treatment of tumors of the bladder and upper urinary tract. The publication also includes forums for commentaries, ethics, patient advocacy and survivorship issues.

"I've been studying bladder cancer for 20 years and it's gratifying to be part of this journal from its inception," Theodorescu says. "We want Bladder Cancer to provide a clearing house for information about breakthroughs in basic science, translational research and patient care."

Theodorescu is an internationally recognized expert in the biology and treatment of bladder cancer. He manages an active translational molecular biology lab focused on identifying the mechanisms leading to bladder cancer growth and metastasis.

He also has been involved in the discovery, development and testing of COXEN (CO-eXpression ExtrapolatioN), a precision medicine strategy to predict which tumors will be sensitive to which drugs based on genetic analysis of tumor samples. He also led the team that in 2014 described the first drug against Ral, an oncogene that contributes to several cancer types including bladder, pancreas, lung, colon and prostate.

Theodorescu shares editor-in-chief duties with Seth P. Lerner, a professor in the Scott Department of Urology at Baylor College of Medicine, Houston. The editorial board consists of some of the world's top bladder cancer scientists and clinicians.

CU-Boulder staff members saluted at Years of Service banquet[30]
[31]

Recently, 142 university staff members and recent retirees were honored at the annual Staff Council Years of Service banquet, a tribute to recently retired and long-serving members of the CU-Boulder staff. Chancellor Philip DiStefano, himself a 41-year member of the CU-Boulder campus, opened the event with remarks about the importance of staff to the university's goals.

“I often say that staff is the backbone of the university,” DiStefano said. “Staff are very integral to my three goals for this campus (student success, reputation and diverse revenue sources). Without you we really couldn’t do it.”

Those honored included:

20 years of service — Rebecca Adelman, Maria Aguirre, Rogelio Arellano, Andrea Barsch, Gayle Boethling, Ann Brookover, Jack Brubaker, Sylvie Burnet-Jones, Connie Caplan, Mee Chang, Shannon Chinatti, Charles Counter, Daniel Courtney, Consuelo Delval, Brenda Duran. Sharee Ewudzi-Acquah, Sedrick Frazier, Myra Fritch, Maria Garcia, Lecarla Gilmere, Linda Harkness, Karen Hawley, Ellen Hedrick, Ava Hill-Ector, Bronson Hilliard, Carla Ho-a, Victoria Ibarra, Angela Janacek, David Kambic, Thomas Kunstman, Jennifer Law, David Lindblad, Karen Lorimer, Bret Mann, Eric McDonald, Jeanne McFarland-McDonald, Narinton McKinley, Patricia McNally-Leef, Elaine Montano, Kenneth Morse, Paul O’Brian, Vaughn Ochs, Kathryn Ramirez Aguilar, Heidi Robinson, Loretta Robinson, Pamela Rosse, Terry Swindell, Steven Thweatt, Lisa Vialpando, Mary Williams and Daniel Wyss.

25 years of service — Emma Aguirres, Lois Cox, Chisya Delamarter, Kristopher Easter, Juergen Friese, Janet Garcia, Patricia Gassaway, Steven Glickman, Ramon Go, Lee Gutmacher, Anne Heinz, Susan Johnson, Rochelle Joy, Vickie Machoi, Nichola McIntosh, Jane Merriman, Lesa Morris, Cynthia Ocken, Michael Petitt, Gwen Pomper, Lou Rutherford, Francisco Salas, Norman Skarstad, Tina Tan, Lillian Valenzuela, John Warren and Karen Weingarten.

30 years of service — Daniel Aguilar, Robin Bryant, Karen Campbell, John Debell, Cassandra Gobrecht, Tim Hogan, Soay Phommachanh, Joseph Rosse, Khammoune Sailakham, Derrick Watson and Hilary Waukau.

35 years of service — Ellen Romig and Michael Thomason.

40 years of service — Karen Brown, Michael Grant, Sheryl Jensen, Lorrie Shepard, Leanne Walther and Donald Yannacito.

45 years of service — Mary Shea.

Dropping names [32]

Eight people accepted teaching and non-teaching positions at UCCS in April. They are:

Bogdan Crivin, laboratory support technician, College of Engineering; **Bernard Josephs**, custodian, Facilities Services; **Alessandra Langfels**, program assistant, Department of Computer Science, College of Engineering; **Leilani Mullins**, admissions counselor, Admissions Counseling and Student Recruitment; **Glenalee Nozawa**, accountant, bookstore;**Elena Rothfuss**, receptionist, Department of Human Resources; **Megan Rungie**, program assistant, El Pomar Institute for Innovation and Commercialization; and **Lisa Sheppard**, food service worker, Dining and Food Services. …

Rhea Taylor, business manager, Department of Facilities Services at UCCS, was recently named associate director of budget operations, Office of Budget and Planning.

Links
[1] https://connections.cu.edu/spotlights/five-questions-spero-manson[2] https://connections.cu.edu/stories/shoemaker-faculty-we-won-t-always-agree-let-s-work-together[3] http://www.cu.edu/node/56948[4]

https://connections.cu.edu/news/cus-online-education-initiative-continues-forward-progress[5]
https://connections.cu.edu/news/ludwig-faculty-council-discuss-future-of-online-education-at-cu[6]
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https://connections.cu.edu/people/theodorescu-named-editor-chief-international-medical-journal[29]
http://content.iospress.com/journals/bladder-cancer/1/1[30] https://connections.cu.edu/people/cu-boulder-staff-members-saluted-years-service-banquet[31] https://connections.cu.edu/sites/default/files/ucb_years-of-service_top.jpg[32] https://connections.cu.edu/people/dropping-names-174