CU Connections begins summer publication schedule in June[1]

CU Connections will begin its summer publication schedule after the May 31 issue, when issues will appear biweekly.

No new issues are scheduled to appear on the following dates (subject to change):
June 7 June 21 July 5 July 19 Aug. 2 Aug. 16
Weekly publication will resume with the Aug. 23 issue.

Throughout the season, the site will be updated with news should events warrant.

CU Connections always welcomes Letters to the Editor on topics of interest to current and retired CU faculty and staff. Please send submissions to newsletter@cu.edu[2]. And if you have a news item or story suggestion you'd like to pass along, please send it to Jay.Dedrick@cu.edu[3].

Deadline for submissions is noon Friday prior to the Thursday publication.

Thomas Jefferson Award honorees exemplify CU's best in service, leadership[4]

Representing the faculty, staff and student populations, three University of Colorado community members have been named recipients of the 2018 Thomas Jefferson Award. It is among the highest honors given at CU, the state's largest institution of higher education.

The awardees were chosen for embodying and advancing the ideals of Jefferson, the third U.S. president and a Founding Father who greatly influenced American arts, sciences, education and public affairs. The annual Jefferson Award[5] recognizes CU faculty, staff and students who demonstrate excellence in the performance of regular responsibilities at the university while also contributing noteworthy service to the broader community.

The 2018 honorees are:
Faculty, John Harner, Ph.D., University of Colorado Colorado Springs **Staff,** Julia Willis, Ph.D., University of Colorado Boulder **Student,** Lígia Batista Silverman, University of Colorado Boulder

John Harner, Ph.D., is a professor in the Department of Geography and Environmental Studies at UCCS. He has been with the university since 1997, when he began his career as an academic. Harner spent 2005-06 as a Fulbright Scholar in Guadalajara, Mexico. His latest, co-authored edition of the textbook "Human Geography in Action" was published in 2013. He partnered with the Pioneers Museum in Colorado Springs to create the Story of Us exhibit (2017-present), which has helped advance knowledge of the community, culture and landscape of the city of Colorado Springs and surrounding region. His nomination emphasizes how he inspires his community – the university, academic communities and municipality – by contributing time and effort in encouraging fellow citizens to engage civically. He is an ardent advocate and supporter for equity and inclusion on campus and beyond.

Julia Willis, Ph.D., is an assistant director for instruction for the Student Academic Success Center (SASC) at CU Boulder. Since joining the university in 1998, her versatility in administration and pedagogy has allowed the campus to use her skill sets in creating holistic learning experiences for students. Willis twice received the Chancellor's Award for Excellence in STEM Education (2014-15; 2015-16). As summarized in the Thomas Jefferson nomination, "Julia's gift to SASC and to CU Boulder has been to expand (the primary connection between teacher and learner) beyond the classroom, not only to include other sites of learning – laboratory, studio, field work – but also to expand the definition of learning community to encompass the campus, its town and our state as the new territory where the success of marginalized learners impacts the broader public welfare of us all." Her interests, activities and endeavors beyond service to the university include birdwatching, poetry and choral singing; she also developed a guide for families, "Key Issues and Resources for People With Aging Parents."

Lígia Batista Silverman is a student of CU Boulder's Post-Baccalaureate Health Professions Program. Before entering the program, she earned a master of arts in theater at CU Boulder and a bachelor's degree with concentrations in neuroscience and theater from a Canadian institution. Her educational endeavors have spanned the academic spectrum and have served as a nexus in melding arts, sciences, medicine, social justice and community. At Children's Hospital Colorado on the CU Anschutz Medical Campus, she has worked on a clinical research team leading "many conversations among (the) team members ... challenging (them) to consider what it means to be committed to an individual's rights, especially when the individual is a child." Some of her work includes her thesis on the role of interactive theater at CU Boulder, co-authoring and performing in a play aiming to destigmatize mental health issues, and implementation of individualized, holistic protocols for participants in clinical research. The nomination illustrates how her work, independent of the subject matter area, consistently strives to create a more equitable, just place for people in need.

Winners of CU's Thomas Jefferson Awards are selected by a committee of CU faculty, staff and students. Recipients receive an engraved plaque and a $2,000 honorarium.

The three honorees gathered with family, friends and their nominators to receive the awards May 9 at a dinner hosted by the Office of Academic Affairs at 1800 Grant St. CU President Bruce Benson presented the plaques and spoke; also making remarks and congratulating the winners were Michael Lightner, vice president of academic affairs, and John Carson, a member of the Board of Regents. Carson won a Thomas Jefferson Award in 1983 while a student at CU Boulder.

The Thomas Jefferson Award was established at the University of Virginia in 1951 by the Robert Earll McConnell Foundation to honor teaching faculty who exemplified the humanistic ideals associated with Jefferson. By 1962, six other institutions – including CU – had established a Jefferson Award. In 1980, the university added a student category; in 1988, the staff category was approved. Funding for the awards is derived from earnings on an endowment provided by the McConnell Foundation and from a bequest by Harrison Blair, a CU alumnus.

Cybersecurity, teacher shortage addressed in busy legislative session[6]

May 9 marked the end of the Legislature's four-month session, one that saw the introduction of a record 800 bills introduced at the Capitol.

The session also resulted in a funding boost for the University of Colorado and higher education, benefiting operations, financial aid for students and capital construction projects.

Higher education operating funding:
Statewide $59.1 million operating increase in FY 2018-19 (8.5 percent increase). Of this amount, CU will receive $18.9 million (9.7 percent increase) based on the funding model.
Financial aid:
$13.9 million in additional financial aid statewide, with increases provided in both need-based aid and work-study. Of this amount, $4.8 million need-based financial aid increase to CU in FY 2018-19.
Capital construction:
$12.3 million in state funding for CU Anschutz Colorado Center for Personalized Medicine and Behavioral Health. Over $700,000 for controlled maintenance projects.
CU initiated several pieces of legislation aimed at furthering efforts to bring more operating efficiency and cost savings to the institution. CU's Government Relations team also worked to oppose legislation that would have negatively affected operations or created unfunded mandates.

Several bills this session were targeted at alleviating the state's budget challenges, including transportation, broadband access and the Public Employees Retirement Account (PERA). (See story on PERA changes here.)

“With the surplus of state funding available, legislators and stakeholders were able to spearhead unique initiatives to address key issues in Colorado,” wrote Tanya Kelly-Bowry, vice president for Government Relations, in a post-session communication. “CU engaged in several of these by leveraging the critical work being done by faculty and staff at all four of our campuses in the areas of cybersecurity, educator shortages, opioid addiction and more.”

Below is the 2018 legislative recap of notable issues affecting CU; numbers and names of bills are followed by the names of sponsoring legislators. Visit this page[7] for a full list of bills and links to bill text. Gov. John Hickenlooper is expected to sign bills in the coming weeks.

CU legislation:

SB18-086 Cyber Coding Cryptology for State Records (Lambert,Williams/Ginal,Rankin) allocates funds to Colorado Mesa University (CMU), Western State University of Colorado (WSU), Colorado State University (CSU), University of Colorado Colorado Springs (UCCS), Pikes Peak Community College (PPCC), and Metropolitan State University of Denver (MSUD) for cybersecurity programs. UCCS plans to also contract with the National Cybersecurity Center (NCC), to work on issues related to cybersecurity and distributed ledger technology such as blockchain. This bill allocates to UCCS $2.8 million, a portion of which will be shared with the NCC on collaborative efforts. Sent to the governor.

SB18-206 Research Institutions Affordability for Residents (Priola, Kerr/Arndt, Wist) provides important updates to enrollment statutes for research institutions. The bill standardizes the overall total enrollment caps at research institutions to 55 percent in-state and 45 percent out-of-state students and also slightly increases the percentage cap for international students. These statutory updates will help sustain important affordability and quality initiatives designed to attract and retain Colorado students. Sent to the governor.

HB18-1003 Opioid Misuse Prevention (Pettersen/Priola, Jahn) was one of six bills that the Opioid Interim Task Force introduced after months of stakeholder meetings and research. Section 6 directs the Center for Research into Substance Use Disorder Prevention, Treatment, and Recovery at the University of Colorado Anschutz Medical Campus to develop and implement continuing medical education activities to help prescribers of pain medication to safely and effectively manage patients with chronic pain, and when appropriate, prescribe opioids. The bill appropriates $750,000 to the center. Sent to the governor.

HB18-1309 Programs Addressing Educator Shortages (Coleman,Wilson/Hill) creates initiatives to address teacher shortages by requiring the Colorado Department of Education and the Colorado Department of Higher Education to create a framework for a “Grow Your Own” educator program which will provide tuition stipends in teacher preparation programs for up to 50 students who will teach in rural areas upon graduation. The bill also appropriates $75,000 each year for two years to CU Denver’s School of Education to develop targeted customized solutions with educator stakeholders and report applicable data to the state. Sent to the governor.

Bills with fiscal significance for CU:

SB18-001 Transportation Infrastructure Funding (Baumgardner, Cooke/Buck,Winter) provides General Fund support for transportation project construction and maintenance. The amount of funding and the purposes for which it may be used depend on the outcomes of different ballot measures, including citizen-initiated measures in 2018 and, conditional on those measures not passing, a 2019 ballot measure referred pursuant to this bill. CU lobbied to come up with a compromise on transportation funding that minimizes the impact on higher education and other areas of the budget. Sent to the governor.

SB18-002 Financing Rural Broadband Deployment (Coram, Sonnenberg/K. Becker, Duran) phases in additional funding from the High Cost Support Mechanism (HCSM) to support broadband deployment grants and makes changes to the Broadband Deployment Board’s membership and grant application process. It also repeals the Public Utilities Commission’s oversight of the HCSM in 2024, following a sunset review. The bill creates a minimal one-time state workload increase, and may increase revenue to local governments on an ongoing basis. Many CU Anschutz Medical Campus faculty were actively engaged in supporting this bill because of its effect on telehealth. Sent to the governor.

SB18-262 Higher Education Targeted Master Plan Funding (Gardner,Duran /Bridges) provides $16.8 million in targeted funding to Colorado public institutions of higher education to make progress on the Colorado Commission on Higher Education (CCHE) Master Plan goals. Todd Saliman, CU vice president of finance and CFO, originally introduced this idea, which benefits all institutions of higher education across Colorado. CU's share in the final bill is $1.2 million. "CU stepped up in a good faith effort to keep all of the governing boards working together collaboratively," Kelly-Bowry said. Signed by the governor.

SB18-280 Tobacco Litigation Settlement Cash Fund Transfer (Lambert/Hamner) is the result of CU asking the Joint Budget Committee to run legislation to make up a shortfall in tobacco-settlement revenues. This year, the shortage is about $19 million; the CU Anschutz Medical Campus receives a large portion of these funds. SB18-280 helps alleviate the shortfall by transferring $19,965,068 from the General Fund to the Tobacco Litigation Settlement Cash Fund and requires this money to be disbursed to state agencies consistent with the current law allocation formula for Tobacco Master Settlement Agreements payments. This will make the expected allocation to CU Anschutz whole. Sent to the governor.

HB18-1189 Expanding Effective Teacher Residency Programs (Coleman, Wilson/Hill). The Colorado Educator Preparation Innovation Coalition, which CU's education deans are a part of, conceptualized this bill that creates a teacher residency pilot program. The pilot program will help to bring local education providers and teacher preparation programs together to ensure that prospective teachers are ready to thrive in the classroom environment. The bill appropriates $600,000 for the grant program, which will be spent on six pilot programs over three years. It requires a 1:1 private match; the Rose Community Foundation voted to provide a $200,000 match. Sent to the governor.

HB18-1437 Costs of College-level Courses in Corrections Educational Program (Herod/T. Neville) allows costs of college-level courses offered to prisoners to be borne through private, local or federally funded gifts, grants, donations or scholarships. Faculty from CU Denver's College of Liberal Arts and Sciences are actively engaged in providing education courses to prisoners throughout the state. This bill will help attract much-needed private funding to support efforts to offer these courses for actual credit. Sent to the governor.

Bills with major policy impact:

SB18-069 Enforcement Statewide Degree Transfer Agreements (Holbert, Zenzinger/Garnett, Becker J.). Institutions may only require an eligible student to complete lower-division courses if the courses are part of the student's major, and taking the courses does not require the student to take more credit hours or time to complete the degree than a non-transfer student. The institution may not require that eligible students take additional general education courses. For any lower-division courses that result in a student exceeding the total credit hours or time to completion that is required for a non-transfer student, the institution is required to pay the full cost of the courses, before the application of the College Opportunity Fund. Sent to the governor.

SB18-237 Out-of-Network Providers Carriers Required Notices (Gardner/Esgar) requires health insurers to cover emergency services as an in-network benefit and makes other changes regarding out-of-network billing and disclosures. This bill focused on the notification of patients about their rights regarding medical bills. However, the bill was killed in committee. Stakeholders agreed to work on a late bill to address concerns about the patient notification provision, but an agreement could not be reached before the deadline for this session. The bill sponsors and stakeholders have agreed to continue working on this issue in the 2019 session.

HB18-1006 Infant Newborn Screening (Hamner, Liston/Gardner, Moreno) updates the Newborn Screening law for the first time in 20 years following a collaborative effort led by Children's Hospital Colorado, pediatricians, audiologists, the March of Dimes and the Colorado Department of Public Health and Environment. Many CU School of Medicine faculty were engaged in the process. The department is authorized to assess a fee for newborn screening and necessary follow-up services. The bill creates the newborn hearing screening cash fund for the purpose of covering the costs of the program. Sent to the governor.

HB18-1086 Community College Bachelor Science Degree Nursing (Buckner, Lundeen/Neville, Aguilar) allows community colleges to offer stackable, four-year bachelor of science degree programs in nursing. CU was able to add

amendments in the House that narrowed the bill to a completion degree rather than a full four-year degree, which would have created a complete change to the community colleges' role and mission. CU will continue to work with its community college partners to strengthen the nursing pipeline and provide quality education and clinical placements for Colorado's next generation of nurses. Became law without governor's signature.

HB18- 1391 Sexual Misconduct in Higher Education (Duran, Winter/Martinez-Humenik, Kerr) reflected a compromise developed after months of negotiations between institutions of higher education and the Colorado Coalition Against Sexual Assault (CCASA). The bill would have required institutions to have a transparent policy on sexual misconduct that included, at a minimum, information on reporting and investigation processes. The bill also required institutions to use preponderance of the evidence as the evidentiary standard. Several amendments were added to the bill by the Senate Finance Committee that would have required an unfunded overhaul of current investigation processes and procedures on Colorado's campuses. Both CCASA and many of the institutions opposed the amendments and the bill ultimately died in the Senate Appropriations Committee.

To promote CU endeavors, Government Relations engaged university stakeholders in many activities at the Capitol, including faculty presentations to committees, hosting campus groups for tours and legislator briefings, and hosting legislative events such as CU Advocacy Day.

"Thank you to everyone at CU who helped provide feedback on bills, testified before committees and engaged with legislators," Kelly-Bowry wrote. "Your efforts helped make this a successful session for CU and we appreciate your advocacy.

"We would particularly like to thank the Regents, President Benson and Chancellors who engaged with key legislative contacts and lobbied for CU this session. Also, special thanks to Vice President Todd Saliman and his team of Chad Marturano, Celina Duran and Cheri Gerou; Vice President Pat O'Rourke and his legal team: Jeremy Hueth, Erica Weston, Julie Steeler and Krystal Knutson as well as our campus legislative liaisons: Tobin Bliss, Neil Krauss, Mark Zamora, Kirsten Schuchman and Jia Meeks. We also had a great group of champions at the legislature on both sides of the political aisle and we are grateful for their support. I also want to give a special thanks to our Government Relations team."

What's changing in PERA?[8]

In an effort to shore up PERA, the state's pension system, the Legislature passed SB18-200 late on May 9, the last day of the session.

CU has more than 8,600 PERA employees.

"Over the entirety of the session, we worked strategically with leadership in both chambers as well as our bill sponsors, Sens. Tate and Priola and Majority Leader Becker and Pabon, on this critical bill," wrote Tanya Kelly-Bowry, vice president of government relations, in a post-session communication.

Following is a summary of the major provisions of SB 200:
Employees will contribute an additional 2 percent of their pay to PERA (the original PERA proposal recommended a 3 percent increase). The increase will be phased in over three years as follows: .75 percent, starting July 1, 2019 .75 percent, starting July 1, 2020 .5 percent, starting July 1, 2021 Employers will contribute an additional .25 percent of payroll to PERA. The increase will start on July 1, 2019 (the original PERA proposal recommended a 2 percent increase). The state will directly appropriate $225 million a year to PERA for 30 years beginning July 1, 2018 (the original PERA proposal did not include any direct state allocation). Current retirees will receive no cost-of-living-adjustment (COLA) for two years. Future retirees will not receive a COLA for their first three years of retirement (the original PERA proposal recommended this change). After the COLA suspension mentioned above, retirees will receive a 1.5 percent annual COLA (the original PERA proposal recommended this change). New hires will be eligible for retirement at age 64. The increase in age provision only applies to new hires starting Jan. 1, 2020. The current law

provision that also allows employees, including new hires, to retire after 35 years of service did not change. The average annual salary calculation for new employees and employees not vested by Jan. 1, 2020, will be a five-year average (AHS) instead of a three-year average. A defined contribution benefit option will become available to all state division and local division employees. The only state division employees who don't already have this option are classified staff at higher education institutions (the original PERA proposal did not include this provision). In the event revenues to PERA come in significantly above or below projections, the bill includes provisions that will automatically adjust employee and employer contributions and the COLA to ensure future solvency (the original PERA proposal recommended this change).
The bill, which has been sent to the governor, was passed by the House on a 34-29 vote; the Senate passed the bill 24-11 vote. As a bipartisan effort, there were 22 Republicans in the House and 18 in the Senate that supported the bill, and 12 Democrats in the House and five in the Senate who voted for the bill.

Questions? Please contact the Office of Government Relations[9].

Faculty Council LGBTQ+ Committee to celebrate diversity at PrideFest[10]

[11]

The University of Colorado is proud to sponsor Denver PrideFest 2018. We are excited to celebrate our diverse CU community and the larger community of Colorado. CU is ALL FOUR diversity and inclusion.

The Faculty Council's Lesbian, Gay, Bisexual, Transgender and Queer + (LGBTQ+) committee is rallying participants for the June 16-17 event at Denver's Civic Center Park.

"We are excited to be engaged with this event and to celebrate our diverse CU community and the larger community," the committee announced.

If you are interested in volunteering to help with CU's festival booth or to walk with your CU friends in the PrideFest Parade, please register here[12].

Questions? Email rian.cheley@cu.edu[13].

More information:
CU Faculty Council LGBTQ+ Committee[14]
GLBT Community Center of Colorado Denver PrideFest[15]

Building high-performance 'A-Team' requires learning from the best[16]

[17]

According to Gallup's "State of the American Workplace" report on the modern workforce, just one-third of U.S. employees are actually engaged in their work and workplace. Only one in five say their performance is managed in a way that motivates them to do outstanding work.

Yet the search for talented workers capable of adapting and leading in a fast-paced global economy is never-ending — and more challenging than ever. According to Luella Chavez D'Angelo, vice chancellor for enterprise development at the University of Colorado South Denver, organizations that understand that talent management isn't just about effective recruiting, but building and leading high-performance teams, are the ones that stand to thrive.

On June 26, D'Angelo will present a one-hour session at CU South Denver as part of its EduTalks series. A professional education lunch hour, the EduTalks presentation is titled, "Do You Have an A-Team? 13 Traits of High-

Performance Teams."

"Many companies hear the term 'high-performance workplace' and like the sound of it, but managers must be able to both recognize what it means for an organization to be one and take steps in the right direction to create one," D'Angelo said. Before joining CU South Denver in early 2016, she was the chief communications officer for Western Union, where she led teams responsible for public relations, employee communications and corporate events.

D'Angelo held several other roles during her 16 years at Western Union, including senior vice president of social ventures. She was the inaugural director of the First Data Western Union Foundation and its president for 11 years.

In all of these roles and as chief marketing officer for the Denver Museum of Nature and Science and vice president of institutional development for the University of New Mexico Health Sciences Center, D'Angelo led the development of aligned, high-performing teams and advanced enterprise-wide strategies for the organizations she served.

The Forbes Coaches Council says high-performing teams have 13 characteristics in common. Among them: They recognize the strengths of the individuals within them, foster an "open feedback" culture, and commit to learning from and improving upon everything they do. In sharing all 13 of these characteristics, D'Angelo says her goal at EduTalks is to encourage participants to develop an approach to building excellent employees and bringing them together as successful teams.

"It seems like an overwhelming task, but there are simple ways leaders can make changes in their workplaces," she says. "Every organization has strengths and weaknesses. The goal is to help participants begin to identify adjustments that would cultivate the creation of high-performance teams and leaders and share more about how to maintain those teams."

Do You Have an A-Team? 13 Traits of High-Performing Teams[18] is open to people managers who are looking to build and sustain superior teams. The session will include a comprehensive discussion and interactive activities. Registration is $55 and includes a chef-prepared lunch. Space is limited.

Click here[19] to learn more.

Tuesday's CU Boulder Ed Talks to address hot topics [20]

UCCS, UCHealth partner to address shortage of baccalaureate-prepared nurses [21]

Writing Center represents CU Denver at regional conference[22]

Debunking myths of opioid abuse[23]

Ahn, Luger inducted into National Academy of Sciences [24]

McDonald named dean of University Libraries [25]

Hignite honored as UCCS Employee of the Quarter[26]

Sokol to lead liver diseases association[27]

Links
[1] https://connections.cu.edu/stories/cu-connections-begins-summer-publication-schedule-june[2] mailto:newsletter@cu.edu[3] mailto:Jay.Dedrick@cu.edu[4] https://connections.cu.edu/spotlights/thomas-jefferson-award-honorees-exemplify-cu-s-best-service-leadership[5] https://www.cu.edu/office-academic-affairs/awards-grants/thomas-jefferson-award[6] https://connections.cu.edu/stories/cybersecurity-teacher-shortage-addressed-busy-legislative-session[7] http://www.statebillinfo.com/SBI/index.cfm?fuseaction=Public.Dossier&id=25475&pk=495[8] https://connections.cu.edu/stories/what-s-changing-pera[9] mailto:allison.kohn@cu.edu?subject=PERA%20question[10] https://connections.cu.edu/stories/faculty-council-lgbtq-committee-celebrate-diversity-pridefest[11] https://connections.cu.edu/sites/default/files/cuatpride_feat.jpg[12] http://www.cvent.com/events/cu-at-denver-pridefest/event-summary-4d6f8e5c5ee4465aabf8f5fbddc953d9.aspx[13] mailto:rian.cheley@cu.edu?subject=Inquiry%20via%20CU%20Boulder%20Today[14] https://www.cu.edu/faculty-council/committees/gay-lesbian-bisexual-transgender-and-intersex-issues-glbti-committee[15] https://denverpride.org/[16] https://connections.cu.edu/stories/building-high-performance-team-requires-learning-best[17] https://connections.cu.edu/sites/default/files/cusoden_atream_top.jpg[18] https://southdenver.cu.edu/portfolio/edutalks-do-you-have-an-a-team/[19] http://www.southdenver.cu.edu/portfolio/edutalks-do-you-have-an-a-team[20] https://connections.cu.edu/stories/tuesday-s-cu-boulder-ed-talks-address-hot-topics[21] https://connections.cu.edu/stories/uccs-uchealth-partner-address-shortage-baccalaureate-prepared-nurses[22] https://connections.cu.edu/stories/writing-center-represents-cu-denver-regional-conference[23] https://connections.cu.edu/stories/debunking-myths-opioid-abuse[24] https://connections.cu.edu/people/ahn-luger-inducted-national-academy-sciences[25] https://connections.cu.edu/people/mcdonald-named-dean-university-libraries[26] https://connections.cu.edu/people/hignite-honored-uccs-employee-quarter[27] https://connections.cu.edu/people/sokol-lead-liver-diseases-association